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ABSTRACT

This report, the second of two major studies for 1973-74 on salary schedules and fringe benefits for administrative and supervisory personnel in public schools, presents the results of a broad national study of fringe benefits for school administrators. It provides information on the extent and nature of leave provisions (sickness, vacation, religious, personal, and sabbatical); insurance benefits (hospitalization, major medical/surgical, dental care, vision care, and group life insurance); tuition grants; severance pay; and the payment of professional association dues. The major part of the report consists of a 62-page system-by-system listing of the 863 systems that furnished the information. For ease of comparison, school systems are grouped into three categories by size of enrollment within their respective State. The listing gives the number of days of vacation leave and sick leave; the maximum accumulation granted for each type of leave for each reporting system; the number of emergency or personal leave days; and the number of days of religious leave and whether or not these days are charged to sick leave. The report contains four summary tables that show national distributions, means, medians, ranges of days granted for various types of leave, and distributions for various insurance provisions. The first three tables, in multiple parts, are based on an enrollment grouping of large, medium, small, and very small systems. The fourth table shows the percentage frequency of some of the more common fringe benefits reported by school systems within geographic regions. (Author/EA)

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FOREWORD

Fringe benefits are important aspects of compensation for school administrative and supervisory personnel. Good fringe benefit programs are becoming increasingly important--especially at higher income levels--because of changing career patterns and tax advantages. Accurate information on fringe benefits is essential in developing and maintaining adequate compensation for school administrative personnel. This *ERS Report* presents the results of the first broad national study of fringe benefits for school administrators.

This is the second of two major ERS national studies for 1973-74 on salary schedules and fringe benefits for administrative and supervisory personnel in public schools. Presented herein is a system-by-system description of the more common practices in the area of fringe benefits (such as leave, health insurance, and life insurance). Information also is shown on some of the less common but emerging practices such as dental and vision care insurance, tuition grants for study, and payment of professional association membership dues.

These studies were designed and conducted by Gertrude N. Stieber, a member of the Special Staff of ERS, and a person with years of experience in the study and analysis of salary and economic data relating to education.

ERS is particularly grateful to the staff members of the responding school systems who provided basic data through questionnaire replies and salary schedule documents. Without their help this series of salary schedule and fringe benefit studies would not be possible.

GLEN ROBINSON
Director of Research
Educational Research Service, Inc.

HIGHLIGHTS

- 96 percent of 863 reporting public school systems provide sick leave for their school administrative and supervisory personnel.
- 67 percent of responding systems provide 10 to 14 days of sick leave annually; 20 percent grant 15 to 19 days.
- 97 percent of systems having sick leave permit accumulation from one year to the next; 38 percent place a limit of 100 or more days; 39 percent grant unlimited accumulation of days.
- 88 percent of systems provide paid vacation leave for administrators; 50 percent provide 20 to 24 days annually; 49 percent having paid vacation leave permit accumulation of leave for one or more years; the most frequent accumulations range between 20 and 49 days.
- 85 percent of systems grant emergency or personal leave; 52 percent grant 2 or 3 days; 37 percent of those having personal leave charge it to sick leave.
- 32 percent of systems reporting grant religious leave; 23 percent grant 2 or 3 days; 37 percent of the systems that grant religious leave charge these days to sick leave.
- 59 percent of all reporting systems grant sabbatical leave; 77 percent of the large systems (enrollments 25,000 or more) grant sabbatical leave compared with 41 percent of the small systems (enrollments 300 to 5,999).
- 46 percent of all systems grant a maximum of one full year of sabbatical leave; 11 percent grant 2 semesters.
- 89 percent of systems having sabbatical leave pay a portion of the administrator's salary while on leave; 61 percent pay a maximum of one-half the regular salary; 18 percent pay more than one-half the regular salary. The portion of salary paid is sometimes higher for shorter periods of sabbatical leave.
- 60 percent of systems pay the full group hospitalization premium for administrative and supervisory personnel; 31 percent pay the full premium for family coverage.
- 19 percent of reporting systems provide dental care insurance for administrative and supervisory personnel; 15 percent pay the full premium; 12 percent also provide dental care insurance for families; 8 percent pay the full premium; 23 percent of the large systems provide dental coverage for administrators, 17 percent pay full coverage.
- 3 percent of systems provide vision care insurance for their administrative employees; 2 percent provide family policies; the full premium is paid by 2 percent of the systems for the employee's policy and 1 percent pay the full premium for a family policy; 6 percent of the medium systems (enrollment 12,000 to 25,000) provide vision care for administrators.
- 50 percent of systems reporting provide group life insurance coverage and 38 percent pay the full premium for this insurance.
- 26 percent of systems provide severance pay to administrators upon separation from the system; ranging from 37 percent of the large systems to 15 percent of the small systems.
- 21 percent of systems pay part or all of the tuition costs for further academic preparation; 27 percent of the small systems pay at least part of such costs compared with 13 percent of the large systems.
- 23 percent of systems pay some or all membership dues in one or more professional organizations in which administrators or supervisors may hold membership; 35 percent of the small systems provide funds for this purpose compared with 9 percent of the large systems.

HIGHLIGHTS (CONTINUED)

- 80 percent of reporting systems in the Far West grant an unlimited accumulation of sick leave; 16 percent in the Plains region and 19 percent in the Great Lakes area grant unlimited accumulation.
- Almost 80 percent of systems reporting in the Far West and Rocky Mountain regions pay the full premium for group hospitalization for administrators; 8 percent in the Southwest and 25 percent in the Southeast pay the full premium.
- 56 percent of reporting systems in the Mideast pay the full premium for a family hospitalization policy; less than 1 percent of the districts in the Southeast and Southwest pay the full family premium.
- 78 percent of systems reporting in the New England area grant some amount of sabbatical leave for administrators; 25 percent in the Southwest grant such leave.
- All reporting systems in the Mideast having sabbatical leave pay some part of the administrator's salary while on leave; 33 percent in the Southwest pay part of the salary during sabbatical leave.

INTRODUCTION

This *ERS Report* presents data on fringe benefit provisions for administrators and supervisors in public school systems for the school year 1973-74. The report provides information on the extent and nature of leave provisions (sickness, vacation, religious, personal, and sabbatical); insurance benefits (hospitalization, major medical/surgical, dental care, vision care, and group life insurance); tuition grants; severance pay; and the payment of professional association dues.

The major part of the report consists of a 62-page system-by-system listing of the 863 systems that furnished information in an ERS national survey of salaries and fringe benefits for administrators and supervisory personnel. For ease of comparison, school systems are grouped into three categories by size of enrollment within their respective state. The listing gives the number of days of vacation leave and sick leave, if any; and the maximum accumulation granted for each type of leave for each reporting system. It also shows the number of emergency or personal leave days, if any, and the number of days of religious leave and whether or not these days are charged to sick leave. The listing shows the *maximum* amount of time granted for sabbatical leave and the portion of the employee's salary paid by the school system while the administrator is on sabbatical leave. No attempt was made to analyze in detail such requirements as the number or percent of the administrative staff that would be permitted to be on sabbatical leave at any one time, nor other qualifying factors.

The listing shows the portion of the premium paid by the school system for hospitalization insurance (for both employee and family coverage) and for the portion of premiums paid for major medical/surgical insurance as well as dental and vision care. Information on provisions for group life insurance also is shown. Also shown is whether severance pay is granted when an administrator is separated from the system and whether tuition costs for additional academic courses are paid. Indicated also is whether the school system pays dues for one or more professional organizations in which administrative personnel may hold membership. Because of the wide variety of ways in which school systems approach the payment of professional dues, these details could not be treated in this report but will be the subject of a separate ERS publication.

The report contains four summary tables that show national distributions, means, medians, ranges of days granted for various types of leave, and distributions for various insurance provisions. The first three tables, in multiple parts, are based on an enrollment grouping of large, medium, small, and very small systems. The fourth table shows the percentage frequency of some of the more common fringe benefits reported by school systems within geographic regions.

No attempt has been made in this study to weight the stratified data on a national basis. Therefore, totals shown for all reporting systems do not purport to show an accurate picture of fringe benefits for all school systems in the United States but only to represent the pattern of fringe benefits established by systems similar to these reporting in the stratified sample. Nevertheless, these tabulations present the best available summary of the major fringe benefits provided for administrative and supervisory personnel by school systems in the United States for the school year 1973-74.

Scope of the Study

In late summer 1973, a comprehensive questionnaire concerning salary schedule information, fringe benefit provisions, staffing data, and certain other statistical data was mailed to a stratified random sample of 1,646 school systems (from the approximately 11,604 school systems in the nation with enrollments of 300 or more), including all 587 school systems having 12,000 or more enrollment. In order to include a representative sample of smaller school systems in

the survey, questionnaires were sent to 486 (51 percent) of the 955 systems with enrollments of 6,000 to 11,999; and to 573 (6 percent) of the 10,062 systems with enrollments of 300 to 5,999.

This report is the second of two major publications prepared from responses to the surveys. The first, *Salaries Scheduled for Administrative and Supervisory Personnel in Public Schools, 1973-74*, was issued in December 1973. Because many of the smaller systems do not use salary schedules to establish salaries for administrative and supervisory personnel, the number of systems included in the two reports are not identical. Many systems that did not have salary schedules did provide information on fringe benefits and, accordingly, are included only in this second report.

The following tabulation shows the total number of responses to the questionnaire (including some which were received too late to be included in the earlier salary schedule report) and the number and percent of usable responses to the fringe benefit portion of the study.

Methods of Tabulation

The school systems included in the comprehensive listing on pages 16-77 are divided into three major enrollment categories: 12,000 or more; 6,000 to 11,999; and 300 to 5,999. Within these enrollment strata, systems are listed alphabetically within states. This grouping was done to facilitate comparisons of school systems by enrollment size; to compare school systems of various size within a single state, the user should examine each of the three enrollment categories to obtain data on all of the state's school systems included in the report. Names of systems, enrollment, and footnotes, if any, appear in lines one and two of Column 1. (Footnote data are shown in full on page 79.)

Columns 2 through 5 of the system listings give the number of days of vacation and sick leave provided annually and the maximum days that may be accumulated. If there is unlimited accumulation of the number of days from one year to the next, the word "unlimited" is shown; if there is no accumulation permitted, the word "none" appears.

NUMBER OF SYSTEMS REPORTING 1973-74 FRINGE BENEFIT DATA FOR ADMINISTRATIVE AND SUPERVISORY PERSONNEL BY ENROLLMENT GROUPING

Enrollment	Number of systems queried[1/]	Total Responses		Systems Furnishing Fringe Benefit Data	
		Number	Percent of total queried	Number	Percent of total responses
25,000 or more . . .	182	147	80.8%	145	98.6%
12,000 to 24,999 . .	405	241	59.5	200	83.0
6,000 to 11,999 . .	486	247	50.8	234	94.7
300 to 5,999	573	290	50.6	284	97.9
Total	1,646	925	56.2%	863	93.3%

[1/] All of the approximately 587 school systems with enrollments of 12,000 or more as of October, 1972, were queried. Of the approximately 955 systems with enrollments of 6,000 to 11,999, 486 or 51 percent, were included in the survey. Six percent, or 573, of the 10,062 systems with enrollments of 300 to 5,999 were queried. Selection of districts to be included was made by a national random sampling without regard to location.

Columns 6 through 9 give the number of personal or emergency leave days and the number of religious leave days granted, if any. Also shown is information on whether or not such leave is charged against sick leave days.

Columns 6 and 7 (emergency or personal leave) and in Columns 8 and 9 (religious leave) show that some school systems did not specify the number of days but did indicate whether such leave was charged to sick leave; these were recorded in Column 6 or 8 with "N.D." (no data) to indicate that the number of days leave was not given but "yes" or "no" was recorded in Column 7 or 9 to indicate whether any leave given is charged to sick leave. In some cases school systems responded that a specific amount of personal or religious leave was not stated in policies or contracts but that the amount varied with the needs of the individual; these districts then indicated whether the leave granted was chargeable to sick leave.

Maximum time granted for sabbatical leave, such as one calendar (or fiscal) year, one semester, etc., is shown in Column 10. Column 11 shows what portion of the administrator's or supervisor's salary is paid by the school system during sabbatical leave.

The abbreviations "N.D." (no data) in Columns 2 through 11 (as elsewhere in the listing) indicate that the reporting school systems did not provide that item of data when responding to the questionnaire. Ellipsis marks (...) in Columns 3, 5, 7, 9, and 11 indicate that data are not applicable to the column. For example, a school system that reported it had no sick leave policy was coded "none" in Column 4 and ellipsis marks were entered for the system in Column 5 to indicate that the number of accumulated sick leave days was inappropriate for this system since "none" entered in Column 5 would have indicated that the system provided an annual amount of sick leave but did not permit accumulation from one year to another.

Columns 12 through 15 show the portion of the insurance premium paid by the school system for single and family policies for hospitalization, major medical/surgical coverage, and for dental and vision care insurance coverage. If the school system pays none of the premium, the word "none" is shown. Similar data are shown in Column 16 for group life insurance for administrators.

Ellipsis marks (...) in Columns 12 through 16 are especially important because in these columns they indicate existence of items that could not be tabulated in the format of data shown. For example, some school systems have what is referred to as a "cafeteria" plan for insurance benefits in which the school system pays a fixed amount for insurance premiums per administrator and the individual is free to choose from various types of approved insurance coverages according to personal needs. Since responses from such school systems did not fit the categories for recording definite portions of premiums paid by systems for specific insurance coverages, ellipsis marks were entered in the appropriate columns and footnotes were shown in Column 1 which explain the specifics of particular plans. Abbreviations "N.D." (no data) indicate that the reporting school system did not provide that item of data in responding to the questionnaire.

Columns 17 and 18 provide generalized information on whether payments are made by the school system at the time of severance of the administrator from district employment, and whether tuition costs for additional academic preparation by the administrators are paid by the school system.

Column 19 provides general information on whether school systems pay the dues for administrative and supervisory personnel for membership in one or more professional associations. Only the general policy of the school system in providing such benefits is indicated; none of the conditions or special limitations placed on these types of fringe benefits are shown.

EXPLANATION OF SUMMARY TABLES

Summary tabulations presented in Tables 1 through 4 bring together by enrollment grouping

and geographic region the percentage distributions of the various leave provisions and the average and median days granted, as well as ranges of the low and high number of days provided annually by school systems listed in the report. Similar summarizations are shown for insurance and other fringe benefit provisions. Means, medians, and ranges were not computed because of the nature of the data.

The enrollment strata used in the summary tables differ from those used in the system-by-system listing. Four enrollment groups rather than three are used in the summary tables to provide for more detailed analyses--25,000 or more; 12,000 to 24,999; 6,000 to 11,999; and 300 to 5,999. These categories permit separate analyses of data for systems in strata where all of the existing systems were queried.

Table 1-A summarizes the number of days of paid vacation leave granted annually, and the maximum days of accumulation, together with the average and median number of days and the range from the smallest number of days to the largest.

Table 1-B gives the same information for sick leave.

Tables 1-C and 1-D show the number of days granted annually for emergency or personal leave and for religious leave, together with the average and median number of days and the range from the smallest number of days to the largest number. These two tables also show whether such leave is charged to sick leave.

Table 1-E shows the *maximum* amount of time granted to administrative and supervisory personnel for sabbatical leave and the portion of the person's salary paid by the school system during the period of sabbatical leave. Not considered in this survey are details on sabbatical leave such as the number or percent of total employees permitted to be on sabbatical leave at one time or the length of time in the system before sabbatical leave can be granted.

Tables 2-A, B, C, and D show distributions of the portion of premiums paid by the school system for single and family insurance policies for group hospitalization, major medical and/or surgical coverage, and dental care and vision care insurance.

Table 2-E shows a distribution of the portion of the insurance premium paid by school systems for group life insurance for administrative and supervisory personnel.

Table 3 indicates whether or not the school system grants severance pay at the time of separation from the system, whether the district pays all, part, or none of the tuition costs involved in further academic preparation and whether dues for membership in one or more professional organizations are paid by the school system.

Table 4 shows selected fringe benefit provisions on a geographic regional basis; sick leave, sabbatical leave, and group hospitalization provisions are included in the regional distributions. Caution should be taken in using the regional percentages because of the large sampling variance that could be expected to be associated with the small number of cases for which data are available. The data are reported in this table only to give a general indication of possible regional variations.

TABLE 1-SUMMARY OF LEAVE PROVISIONS FOR ADMINISTRATIVE AND SUPERVISORY PERSONNEL
PUBLIC SCHOOL SYSTEMS, 1973-74
BY ENROLLMENT GROUPING

LEAVE PROVISION	ENROLLMENT GROUPING: 25,000 OR MORE	12,000 TO 24,999	6,000 TO 11,999	300 TO 5,999	TOTAL ALL REPORTING SYSTEMS
1	2	3	4	5	6
A. VACATION LEAVE:					
NUMBER OF DAYS PER YEAR					
NONE	5.8	6.7	3.9	11.0	7.2
FEWER THAN 5	.7	.0	.0	.0	.1
5 TO 9	1.4	.5	.0	.7	.6
10 TO 14	10.9	14.4	15.9	19.4	15.9
15 TO 19	17.4	12.9	12.9	7.4	11.8
20 TO 24	54.3	51.7	53.6	42.4	49.6
25 OR MORE	6.5	9.1	10.3	13.4	10.4
NO DATA	2.9	4.8	3.4	5.7	4.4
TOTAL	99.9	100.1	100.0	100.0	100.0
AVERAGE NUMBER OF DAYS	19	19	19	19	19
MEDIAN NUMBER OF DAYS	20	20	20	20	20
RANGE - LOW	2	5	10	5	2
HIGH	60	35	55	50	60
NUMBER SYSTEMS	138	209	233	283	862
MAXIMUM DAYS ACCUMULATION:					
NONE	25.0	34.7	46.8	55.8	43.1
FEWER THAN 5	.0	.0	.0	.0	.0
5 TO 9	.0	.5	1.4	.8	.8
10 TO 14	6.3	2.6	4.1	6.2	4.7
15 TO 19	7.8	4.2	5.9	3.3	5.0
20 TO 24	15.6	25.3	15.9	12.4	17.1
25 TO 49	35.2	21.6	14.5	10.3	18.3
50 TO 99	3.9	1.1	1.4	1.2	1.7
100 OR MORE	.0	.0	.5	.0	.1
UNLIMITED	2.3	2.1	.5	2.1	1.7
NO DATA	3.9	7.9	9.1	7.9	7.6
TOTAL	100.0	100.0	100.1	100.0	100.1
AVERAGE NUMBER OF DAYS*	29	25	25	22	25
MEDIAN NUMBER OF DAYS*	29	22	20	20	21
RANGE - LOW	10	5	5	5	5
HIGH	90	60	144	60	144
NUMBER SYSTEMS	128	190	220	242	780
B. SICK LEAVE					
NUMBER OF DAYS PER YEAR:					
NONE	.0	.0	.9	1.4	.7
FEWER THAN 5	.0	.0	.4	.0	.1
5 TO 9	3.6	5.3	4.3	8.1	5.7
10 TO 14	72.3	68.9	70.0	61.5	67.3
15 TO 19	19.0	17.7	19.3	21.9	19.7
20 TO 24	2.9	3.3	1.7	1.1	2.1
25 OR MORE	.0	.5	.9	.7	.6
NO DATA	2.2	4.3	2.6	5.3	3.8
TOTAL	100.0	100.0	100.1	100.0	100.0
AVERAGE NUMBER OF DAYS	12	12	12	11	12
MEDIAN NUMBER OF DAYS	12	12	12	12	12
RANGE - LOW	5	5	2	5	2
HIGH	24	30	30	30	30
NUMBER SYSTEMS	137	209	233	283	862
MAXIMUM DAYS ACCUMULATION:					
NONE	1.5	1.0	2.2	.7	1.3
FEWER THAN 20	.7	1.0	2.2	1.1	1.3
20 TO 49	1.5	3.3	3.5	9.0	4.9
50 TO 99	6.6	9.6	10.4	21.2	13.1
100 TO 149	16.9	13.9	17.8	13.7	15.4
150 TO 199	14.0	17.7	17.4	18.3	17.2
200 OR MORE	10.3	6.7	4.8	2.9	5.5
UNLIMITED NUMBER	46.3	44.5	40.9	30.6	39.3
NO DATA	2.2	2.4	.9	2.5	2.0
TOTAL	100.0	100.1	100.1	100.0	100.0
AVERAGE NUMBER OF DAYS*	149	133	125	112	125
MEDIAN NUMBER OF DAYS*	132	132	120	100	126
RANGE - LOW	12	10	5	10	5
HIGH	260	250	260	480	480
NUMBER SYSTEMS	136	209	230	278	853

* FOR THOSE SYSTEMS WHICH SPECIFY A DEFINITE NUMBER OF DAYS, THOSE SYSTEMS GRANTING AN UNLIMITED ACCUMULATION ARE NOT INCLUDED IN THE COMPUTATION OF THE RANGE OR AVERAGE AND MEDIAN NUMBER OF DAYS

TABLE 1-CONTINUED

LEAVE PROVISION	ENROLLMENT GROUPING: 25,000 OR MORE	12,000 TO 24,999	6,000 TO 11,999	300 TO 5,999	TOTAL ALL REPORTING SYSTEMS
1	2	3	4	5	6
C. EMERGENCY AND/OR PERSONAL LEAVE					
NUMBER OF DAYS PER YEAR:					
NONE	9.4	3.9	6.9	10.2	7.7
1	1.4	4.3	7.8	6.7	5.6
2	29.7	33.3	29.9	31.1	31.1
3	25.4	17.9	23.8	19.1	21.1
4	.0	4.3	.4	3.2	2.2
5	8.0	6.3	4.1	10.6	8.7
6 OR MORE	18.8	23.7	15.2	10.6	16.3
NO DATA	7.2	6.3	6.5	8.5	7.3
TOTAL	99.9	100.0	100.0	100.0	100.0
AVERAGE NUMBER OF DAYS	3	3	3	3	3
MEDIAN NUMBER OF DAYS	3	3	3	3	3
RANGE - LOW	1	1	1	1	1
HIGH	14	18	11	10	18
NUMBER SYSTEMS	138	207	231	283	859
CHARGED TO SICK LEAVE:					
YES	49.2	45.5	33.8	26.1	36.7
NO	48.4	54.5	65.3	73.5	62.5
NO DATA	2.4	.0	.9	.4	.8
TOTAL	100.0	100.0	100.0	100.0	100.0
NUMBER SYSTEMS**	124	198	216	249	787
D. RELIGIOUS LEAVE					
NUMBER OF DAYS PER YEAR:					
NONE	45.7	53.6	56.0	69.8	58.3
1	.7	1.9	2.2	2.5	2.0
2	19.6	15.3	12.9	6.0	12.3
3	17.4	11.0	10.8	6.8	10.6
4	.0	1.4	.4	.4	.6
5	3.6	1.9	2.2	1.4	2.1
6 OR MORE	2.9	6.2	4.7	2.1	4.0
NO DATA	10.1	8.6	10.8	11.0	10.2
TOTAL	100.0	99.9	100.0	100.0	100.1
AVERAGE NUMBER OF DAYS	2	3	3	3	3
MEDIAN NUMBER OF DAYS	3	3	3	3	3
RANGE - LOW	1	1	1	1	1
HIGH	6	6	6	7	7
NUMBER SYSTEMS	138	209	232	281	860
CHARGED TO SICK LEAVE:					
YES	44.0	44.2	39.6	17.7	36.9
NO	56.0	53.7	60.4	81.0	62.3
NO DATA	.0	2.1	.0	1.3	.9
TOTAL	100.0	100.0	100.0	100.0	100.1
NUMBER SYSTEMS**	75	95	101	79	350
E. SABBATICAL LEAVE					
MAXIMUM TIME GRANTED:					
NONE	23.2	33.0	37.3	56.2	40.2
1 SEMESTER	1.4	.5	.4	1.8	1.0
2 SEMESTERS	16.7	11.0	11.6	7.8	11.0
1 CALENDAR (OR FISCAL) YEAR	57.2	54.1	48.9	30.7	45.5
OTHER	1.4	1.0	1.7	1.1	1.3
NO DATA	.0	.5	.0	2.5	.9
TOTAL	99.9	100.1	99.9	100.1	99.9
NUMBER SYSTEMS	138	209	233	283	863
PORTION OF SALARY PAID BY BOARD:***					
NONE	7.6	8.8	13.7	11.2	10.5
LESS THAN 1/2	1.9	2.9	1.4	3.4	2.4
ONE HALF	61.9	65.0	57.5	57.8	60.5
MORE THAN 1/2 BUT NOT ALL	16.2	13.1	8.9	18.1	13.7
FULL SALARY	.0	5.1	6.8	3.4	4.2
OTHER	12.4	4.4	11.6	6.0	8.5
NO DATA	.0	.7	.0	.0	.2
TOTAL	100.0	100.0	99.9	99.9	100.0
NUMBER SYSTEMS	105	137	146	116	504

** INCLUDES SOME SYSTEMS INDICATING LEAVE IS OR IS NOT CHARGED TO SICK LEAVE BUT NOT INDICATING SPECIFIC NUMBER OF DAYS LEAVE.

*** PERCENT OF THOSE SYSTEMS GRANTING SABBATICAL LEAVE.

TABLE 2-SUMMARY OF INSURANCE PROVISION FOR ADMINISTRATIVE AND SUPERVISORY PERSONNEL
PUBLIC SCHOOL SYSTEMS, 1973-74
BY ENROLLMENT GROUPING

INSURANCE PROVISION (AMOUNT OF PREMIUM PAID BY BOARD)	ENROLLMENT GROUPING: 25,000 OR MORE	12,000 TO 24,999	6,000 TO 11,999	300 TO 5,999	TOTAL ALL REPORTING SYSTEMS
1	2	3	4	5	6
A. GROUP HOSPITALIZATION:					
SINGLE (EMPLOYEE ONLY)					
NONE	6.1	11.9	14.0	17.7	13.5
LESS THAN 1/2	8.3	7.0	3.9	3.6	5.3
ONE HALF	6.1	5.0	6.6	5.1	5.6
MORE THAN 1/2 BUT NOT ALL	17.4	11.9	14.9	15.5	14.8
ALL	60.6	61.7	59.6	57.4	59.5
NO DATA	1.5	2.5	.9	.7	1.3
TOTAL	100.0	100.0	99.9	100.0	100.0
NUMBER SYSTEMS*	132	201	228	277	838
FAMILY POLICY					
NONE	40.9	32.3	36.4	39.7	37.2
LESS THAN 1/2	9.8	10.4	7.0	6.9	8.2
ONE HALF	5.3	8.0	8.3	6.1	7.0
MORE THAN 1/2 BUT NOT ALL	13.6	16.4	13.2	17.0	15.3
ALL	28.8	30.3	34.2	28.9	30.7
NO DATA	1.5	2.5	.9	1.4	1.6
TOTAL	99.9	99.9	100.0	100.0	100.0
NUMBER SYSTEMS*	132	201	228	277	838
B. MAJOR MEDICAL AND/OR SURGICAL:					
SINGLE (EMPLOYEE ONLY)					
NONE	13.6	13.9	16.2	19.9	16.5
LESS THAN 1/2	10.6	8.5	3.1	2.9	5.5
ONE HALF	3.0	4.5	5.7	4.7	4.7
MORE THAN 1/2 BUT NOT ALL	14.4	11.4	14.5	14.5	13.7
ALL	56.8	60.2	59.2	57.2	58.4
NO DATA	1.5	1.5	1.3	.7	1.2
TOTAL	99.9	100.0	100.0	99.9	100.0
NUMBER SYSTEMS*	132	201	228	276	837
FAMILY POLICY					
NONE	42.7	34.3	35.4	41.5	38.3
LESS THAN 1/2	9.9	10.4	6.6	5.8	7.8
ONE HALF	2.3	7.0	8.8	6.1	6.5
MORE THAN 1/2 BUT NOT ALL	14.5	16.4	13.7	15.5	15.1
ALL	29.0	29.9	34.1	29.6	30.8
NO DATA	1.5	2.0	1.3	1.4	1.6
TOTAL	99.9	100.0	99.9	99.9	100.1
NUMBER SYSTEMS*	131	201	226	277	835
C. DENTAL CARE:					
SINGLE (EMPLOYEE ONLY)					
NONE	76.7	74.1	80.6	85.2	80.0
LESS THAN 1/2	2.3	1.5	.0	.4	.8
ONE HALF	.8	2.0	.0	.7	.8
MORE THAN 1/2 BUT NOT ALL	2.3	4.0	2.6	2.5	2.9
ALL	17.3	16.9	15.9	10.8	14.7
NO DATA	.8	1.5	.9	.4	.8
TOTAL	100.2	100.0	100.0	100.0	100.0
NUMBER SYSTEMS*	133	201	227	277	838
FAMILY POLICY					
NONE	86.4	84.6	88.2	89.2	87.4
LESS THAN 1/2	.8	1.0	.0	.7	.6
ONE HALF	.0	2.0	.0	1.1	.8
MORE THAN 1/2 BUT NOT ALL	3.0	2.0	1.3	3.2	2.4
ALL	9.1	9.0	9.6	5.4	8.0
NO DATA	.8	1.5	.9	.4	.8
TOTAL	100.1	100.1	100.0	100.0	100.0
NUMBER SYSTEMS*	132	201	228	277	838

* DOES NOT INCLUDE SYSTEMS REPORTING "CAFETERIA" TYPE PLANS THAT PERMIT INDIVIDUAL SELECTION OF INSURANCE COVERAGE UP TO A MAXIMUM PREMIUM AMOUNT FOR ALL INSURANCE FOR EACH INDIVIDUAL. SEE FOOTNOTES TO SYSTEM LISTINGS FOR DETAILS OF SUCH PLANS.

TABLE 2-CONTINUED

INSURANCE PROVISION (AMOUNT OF PREMIUM PAID BY BOARD)	ENROLLMENT GROUPING 25,000 OR MORE	12,000 TO 24,999	6,000 TO 11,999	300 TO 5,999	TOTAL ALL REPORTING SYSTEMS
D. VISION CARE:					
SINGLE (EMPLOYEE ONLY)					
NONE	96.2	93.0	96.9	98.9	96.5
LESS THAN 1/2	.0	.5	.0	.0	.1
ONE HALF	.0	.0	.0	.0	.0
MORE THAN 1/2 BUT NOT ALL	.8	.5	.4	.0	.4
ALL	2.3	4.5	1.8	.7	2.1
NO DATA	.8	1.5	.9	.4	.8
TOTAL	100.1	100.0	100.0	100.0	99.9
NUMBER SYSTEMS*	133	201	228	276	838
FAMILY POLICY					
NONE	97.7	95.5	97.4	98.9	97.5
LESS THAN 1/2	.0	.0	.0	.0	.0
ONE HALF	.0	.0	.0	.4	.1
MORE THAN 1/2 BUT NOT ALL	.0	.0	.4	.0	.1
ALL	1.5	3.0	1.3	.4	1.4
NO DATA	.8	1.5	.9	.4	.8
TOTAL	100.0	100.0	100.0	100.1	99.9
NUMBER SYSTEMS*	133	201	227	276	837
E. GROUP LIFE:					
NONE	33.1	39.5	47.4	62.5	48.2
LESS THAN 1/2	8.3	3.0	1.8	1.4	3.0
ONE HALF	5.3	4.5	7.0	4.0	5.1
MORE THAN 1/2 BUT NOT ALL	7.5	5.5	3.9	2.9	4.5
ALL	45.1	45.0	38.2	28.5	37.7
NO DATA	.8	2.5	1.8	.7	1.4
TOTAL	100.1	100.0	100.1	100.0	99.9
NUMBER SYSTEMS*	133	200	228	277	838

* DOES NOT INCLUDE SYSTEMS REPORTING "CAFETERIA" TYPE PLANS THAT PERMIT INDIVIDUAL SELECTION OF INSURANCE COVERAGE UP TO A MAXIMUM PREMIUM AMOUNT FOR ALL INSURANCE FOR EACH INDIVIDUAL. SEE FOOTNOTES TO SYSTEM LISTINGS FOR DETAILS OF SUCH PLANS.

TABLE 3-SUMMARY OF CERTAIN OTHER FRINGE BENEFITS FOR ADMINISTRATIVE AND SUPERVISORY PERSONNEL PUBLIC SCHOOL SYSTEMS, 1973-74 BY ENROLLMENT GROUPING

FRINGE BENEFIT	ENROLLMENT GROUPING 25,000 OR MORE	12,000 TO 24,999	6,000 TO 11,999	300 TO 5,999	TOTAL ALL REPORTING SYSTEMS
1	2	3	4	5	6
A. SEVERANCE PAY GRANTED AT SEPARATION:					
YES	37.0	29.5	28.4	14.8	25.6
NO	61.6	68.1	71.1	83.7	73.0
NO DATA	1.4	2.4	.4	1.4	1.4
TOTAL	100.0	100.0	99.9	99.9	100.0
NUMBER SYSTEMS-	138	207	232	283	860
B. BOARD PAYS TUITION COSTS:					
YES (IN PART)	11.6	13.9	18.5	24.0	18.1
YES (FULL AMOUNT)	1.4	2.9	4.3	3.2	3.1
NO	86.2	80.8	77.3	72.4	78.0
NO DATA	.7	2.4	.0	.4	.8
TOTAL	99.9	100.0	100.1	100.0	100.0
NUMBER SYSTEMS-	138	208	233	283	862
C. BOARD PAYS MEMBERSHIP DUES IN ONE OR MORE PROFESSIONAL ORGANIZATION:					
YES	9.4	14.9	24.1	34.6	23.0
NO	89.1	83.7	75.9	65.4	76.4
NO DATA	1.4	1.4	.0	.0	.6
TOTAL	99.9	100.0	100.0	100.0	100.0
NUMBER SYSTEMS-	138	208	232	283	861

TABLE 4 - SUMMARY OF SELECTED FRINGE BENEFITS FOR ADMINISTRATIVE AND SUPERVISORY PERSONNEL

PUBLIC SCHOOL SYSTEMS, 1973-74, BY GEOGRAPHIC REGION

	NEW ENGLAND	MID-EAST	SOUTH-EAST	GREAT LAKES	PLAINS	SOUTH-WEST	ROCKY MOUNTAINS	FAR WEST	TOTAL ALL REGIONS*
1	2	3	4	5	6	7	8	9	10
A. SICK LEAVE									
NUMBER OF DAYS PER YEAR:									
NONE	.0	.0	2.1	.5	1.0	1.9	.0	0	.6
FEWER THAN 5	.0	.0	.0	.6	.0	.0	.0	.0	.1
5 TO 9	2.0	.0	15.2	7.7	9.5	7.7	.0	.0	5.7
10 TO 14	17.6	69.8	69.0	50.0	51.6	80.8	93.3	96.3	67.2
15 TO 19	66.7	20.6	10.1	36.3	24.2	3.8	2.3	1.2	19.8
20 TO 24	7.9	4.4	1.4	.5	2.1	1.9	.0	1.3	2.1
25 OR MORE	.0	.8	.8	.6	1.1	2.0	.0	.0	.6
NO DATA	5.8	4.4	1.4	3.8	10.5	1.9	4.4	1.2	3.9
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
AVERAGE NUMBER OF DAYS	15	12	10	12	12	11	11	11	12
MEDIAN NUMBER OF DAYS	15	12	10	12	12	12	12	12	12
RANGE - LOW	7	10	5	2	5	5	10	10	2
- HIGH	24	25	30	30	30	30	15	21	30
NUMBER OF SYSTEMS	51	136	139	182	95	52	45	161	861
MAXIMUM NUMBER OF DAYS ACCUM.:									
NONE	1.9	.0	1.4	1.7	3.2	2.0	.0	.6	1.3
FEWER THAN 20	.0	5.2	.7	.6	1.1	2.0	.0	.0	1.2
20 TO 49	.0	.0	14.1	.5	15.0	7.8	8.9	.0	5.0
50 TO 99	13.7	.0	23.7	11.1	25.8	43.2	13.4	.0	13.0
100 TO 149	19.6	2.9	31.1	28.1	10.8	9.8	4.4	4.4	15.4
150 TO 199	31.4	20.6	3.0	27.7	16.1	3.9	20.0	14.4	17.2
200 OR MORE	2.0	14.0	.0	9.4	7.6	2.0	4.5	.0	5.6
UNLIMITED NUMBER	29.4	55.8	23.7	18.7	16.1	27.4	46.6	80.0	39.3
NO DATA	2.0	1.5	2.3	2.2	4.3	1.9	2.2	.6	2.0
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
NUMBER OF SYSTEMS	51	136	135	181	93	51	45	160	852
B. SABBATICAL LEAVE									
MAXIMUM TIME GRANTED:									
NONE	17.6	19.8	53.9	46.9	56.8	75.0	33.3	25.4	40.1
ONE SEMESTER	.0	.7	.0	1.1	1.0	1.9	2.2	1.9	1.0
TWO SEMESTERS	11.8	19.9	5.8	10.4	8.5	1.9	15.6	11.8	11.1
ONE CALENDAR (OR FISCAL) YEAR	66.6	57.3	37.4	38.8	31.5	19.2	46.6	60.2	45.5
OTHER	.0	.0	2.1	1.7	2.2	2.0	2.3	.7	1.3
NO DATA	4.0	2.3	.8	1.1	.0	.0	.0	.0	1.0
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
NUMBER OF SYSTEMS	51	136	139	183	95	52	45	161	862
PORTION OF SALARY PAID BY BOARD:									
NONE	2.5	.0	31.8	18.5	12.5	66.7	6.7	.0	10.5
LESS THAN 1/2	.0	.9	4.7	4.3	7.5	.0	.0	.8	2.3
ONE HALF	65.0	71.9	31.8	46.7	67.5	25.0	66.6	74.2	60.5
MORE THAN 1/2 BUT NOT ALL	20.0	15.9	17.4	12.0	10.0	.0	10.0	12.5	13.7
FULL SALARY	10.0	7.5	1.6	1.1	.0	8.3	10.0	2.5	4.2
OTHER	2.5	3.8	12.7	16.3	2.5	.0	6.7	10.0	8.6
NO DATA	.0	.0	.0	1.1	.0	.0	.0	.0	.2
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
NUMBER OF SYSTEMS	40	107	63	92	40	12	30	120	504
C. GROUP HOSPITALIZATION - AMOUNT OF PREMIUM PAID BY BOARD									
SINGLE (EMPLOYEE ONLY):									
NONE	1.9	2.2	35.6	7.6	16.8	50.0	2.2	3.4	13.5
LESS THAN 1/2	.0	.7	15.1	2.7	3.2	15.3	9.1	2.1	5.2
ONE HALF	41.2	.7	8.3	.6	.0	15.4	2.3	2.1	5.5
MORE THAN 1/2 BUT NOT ALL	11.8	23.6	14.4	16.4	13.6	9.6	6.8	11.1	14.8
ALL	43.1	72.0	25.0	71.6	66.4	7.7	79.6	78.5	59.6
NO DATA	2.0	.8	1.6	1.1	.0	2.0	.0	2.8	1.4
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
NUMBER OF SYSTEMS**	51	136	132	183	95	52	44	144	837
FAMILY POLICY:									
NONE	11.7	4.4	68.1	18.0	62.1	73.0	56.8	38.1	37.2
LESS THAN 1/2	.0	2.9	18.2	8.2	9.4	15.4	6.8	4.2	8.3
ONE HALF	43.2	6.6	4.6	5.4	1.1	7.7	2.3	3.5	6.9
MORE THAN 1/2 BUT NOT ALL	13.7	29.4	6.0	18.6	12.6	1.9	9.1	15.3	15.3
ALL	31.4	55.9	.8	48.7	14.8	.0	20.4	36.1	30.7
NO DATA	.0	.8	2.3	1.1	.0	2.0	4.6	2.8	1.6
TOTAL	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
NUMBER OF SYSTEMS**	51	136	132	183	95	52	44	144	837

* PERCENTS IN COLUMN 10 MAY DIFFER SLIGHTLY FROM PERCENTS IN COLUMN 6 OF TABLES 1 AND 2 BECAUSE OF ROUNDING.

** DOES NOT INCLUDE SYSTEMS REPORTING "CAFETERIA" TYPE PLANS THAT PERMIT INDIVIDUAL SELECTION OF INSURANCE COVERAGE UP TO A MAXIMUM PREMIUM AMOUNT FOR ALL INSURANCE FOR EACH INDIVIDUAL. SEE FOOTNOTES TO SYSTEM LISTING FOR DETAILS OF SUCH PLANS.

STATES INCLUDED IN GEOGRAPHIC REGIONS. NEW ENGLAND: CO, ME, MA, NH, RI, VT; MIDEAST: DE, DC, MD, NJ, NY, PA; SOUTHEAST: AL, AR, FL, GA, KY, LA, MS, NC, SC, TN, VA, WV; GREAT LAKES: IL, IN, MI, OH, WI; PLAINS: IA, KS, MN, MO, NE, ND, SD; SOUTHWEST: AZ, NM, OK, TX; ROCKY MOUNTAINS: CO, ID, MT, UT, WY; FAR WEST: AK, CA, HI, NV, OR, WA.

FRINGE BENEFITS FOR ADMINISTRATIVE AND

SCHOOL SYSTEM AND ENROLLMENT (FOOTNOTE)		LEAVE PROVISIONS: VACATION DAYS	VACATION MAX. ACCUMULATION	SICK DAYS	SICK MAX. ACCUMULATION	EMERG. OR PERSONAL DAYS	EMERG. OR PERSONAL CHARGED TO SICK LEAVE	RELIGIOUS DAYS	RELIGIOUS CHARGED TO SICK LEAVE	SABBATICAL MAX. TIME GRANTED	SABBATICAL PORTION OF SALARY PAID
1		2	3	4	5	6	7	8	9	10	11
ENROLLMENT 12,000 OR MORE											
ALABAMA											
1 BIRMINGHAM (2)	57,456	10	15	9	90	3	NO	NONE	...	NONE	...
2 MOBILE CO (4)	65,489	10	15	9	90	2	NO	NONE	...	1 CAL YEAR	NONE
ALASKA											
3 ANCHORAGE	33,000	60	60	12	UNLIMITED	2	YES	NONE	...	NONE	...
ARIZONA											
4 CARTWRIGHT (ELEM)	12,962	30	N.D.	10	UNLIMITED	3	YES	NONE	...	1 CAL YEAR	ONE - HALF
5 GLENDALE (H S)	13,686	20	NONE	12	UNLIMITED	NONE	...	NONE	...	NONE	...
6 MESA	27,600	22	44	12	UNLIMITED	2	YES	2	YES	NONE	...
7 PHOENIX (H S)	28,891	23	23	13	UNLIMITED	2	YES	NONE	...	1 CAL YEAR	ONE - HALF
8 SCOTTSDALE (5)	28,473	20	10	14	UNLIMITED	14	YES	N.D.	NO	NONE	...
9 TUCSON	62,000	20	NONE	12	200	2	NO	NONE	...	NONE	...
10 WASHINGTON (ELEM)	26,495	20	20	14	UNLIMITED	4	YES	N.D.	YES	2 SEMESTERS	ONE - HALF
ARKANSAS											
11 FORT SMITH	12,591	10	30	6	30	1	NO	NONE	...	OTHER	NONE
12 LITTLE ROCK	22,891	10	NONE	10	160	5	NO	NONE	...	1 CAL YEAR	ONE - HALF
13 PULASKI CO EXCL LITTLE ROCK	28,120	12	30	10	120	2	YES	2	YES	1 CAL YEAR	NONE
CALIFORNIA											
14 RIVERSIDE	26,361	NONE	NONE	12	UNLIMITED	6	YES	2	NO	OTHER	ONE - HALF
15 ABC DIST ARTESIA	23,000	27	27	12	UNLIMITED	6	YES	6	YES	2 SEMESTERS	ONE - HALF
16 ALHAMBRA (H S)	17,013	22	N.D.	12	UNLIMITED	6	YES	NONE	...	NONE	...
17 ALUM ROCK (ELEM)	15,000	N.D.	N.D.	12	UNLIMITED	3	YES	2	NO	1 CAL YEAR	ONE - HALF
18 ANAHEIM (H S)	37,000	22	NONE	12	UNLIMITED	6	YES	NONE	...	1 CAL YEAR	ONE - HALF
19 AZUSA	14,000	22	33	12	UNLIMITED	6	YES	NONE	...	1 CAL YEAR	ONE - HALF
20 BAKERSFIELD (ELEM) (7)	20,672	24	24	10	UNLIMITED	6	YES	NONE	...	NONE	...
21 BERKELEY	15,213	22	N.D.	12	UNLIMITED	8	YES	2	NO	1 CAL YEAR	MORE THAN 1/2
22 COMPTON (10)	38,834	22	44	12	UNLIMITED	6	YES	6	YES	2 SEMESTERS	ONE - HALF
23 CORONA-NORCO	16,000	30	60	12	UNLIMITED	6	YES	6	YES	1 CAL YEAR	ONE - HALF
24 CUPERTINO (ELEM)	22,143	N.D.	...	12	UNLIMITED	6	YES	2	NO	NONE	...
25 DOWNEY (11)	16,506	22	22	10	UNLIMITED	6	YES	6	YES	1 CAL YEAR	ONE - HALF
26 EL RANCHO PICO RIVERA	13,687	27	10	12	UNLIMITED	6	YES	6	YES	1 CAL YEAR	ONE - HALF
27 FAIRFIELD-SUISUN	14,203	22	27	10	UNLIMITED	6	YES	2	NO	NONE	...
28 FONTANA (6)	13,200	NONE	...	12	UNLIMITED	6	YES	NONE	...	1 CAL YEAR	ONE - HALF

SUPERVISORY PERSONNEL, 1973 - 1974

INSURANCE PROVISIONS -- AMOUNT PAID BY BOARD					OTHER FRINGE BENEFITS			
HOSPITALIZATION-SINGLE AND FAMILY COVERAGE	MAJOR MEDICAL/SURG. SINGLE AND FAMILY COVERAGE	DENTAL CARE - SINGLE AND FAMILY COVERAGE	VISION CARE-SINGLE AND FAMILY COVERAGE	GROUP LIFE	SEVERANCE PAY GRANTED	TUITION COSTS PAID	PROFESSIONAL DUES PAID	
12	13	14	15	16	17	18	19	
S ...	S ...	S ...	S ...	...	N.D.	NO	NO	1
F ...	F ...	F ...	F ...					
S ...	S ...	S ...	S ...	...	NO	NO	NO	2
F ...	F ...	F ...	F ...					
S MORE THAN 1/2	S MORE THAN 1/2	S NONE	S NONE	ALL	YES	NO	NO	3
F NONE	F NONE	F NONE	F NONE					
S ALL	S ALL	S NONE	S NONE	ALL	NO	NO	NO	4
F NONE	F NONE	F NONE	F NONE					
S ALL	S ALL	S NONE	S NONE	NONE	YES	NO	NO	5
F NONE	F NONE	F NONE	F NONE					
S ALL	S ALL	S NONE	S NONE	NONE	NO	NO	NO	6
F N.D.	F ...	F NONE	F NONE					
S ALL	S ALL	S NONE	S NONE	NONE	NO	NO	NO	7
F NONE	F NONE	F NONE	F NONE					
S ALL	S ALL	S NONE	S NONE	ALL	NO	NO	YES	8
F NONE	F NONE	F NONE	F NONE					
S ALL	S ALL	S NONE	S NONE	ALL	NO	NO	NO	9
F NONE	F NONE	F NONE	F NONE					
S ALL	S ALL	S NONE	S NONE	ALL	NO	NO	NO	10
F NONE	F NONE	F NONE	F NONE					
S NONE	S NONE	S NONE	S NONE	NONE	NO	NO	NO	11
F NONE	F NONE	F NONE	F NONE					
S NONE	S NONE	S NONE	S NONE	ALL	NO	NO	NO	12
F NONE	F NONE	F NONE	F NONE					
S LESS THAN 1/2	S LESS THAN 1/2	S NONE	S NONE	ALL	NO	NO	NO	13
F LESS THAN 1/2	F LESS THAN 1/2	F NONE	F NONE					
S ALL	S ALL	S NONE	S NONE	NONE	NO	NO	NO	14
F NONE	F NONE	F NONE	F NONE					
S ALL	S ALL	S ALL	S NONE	ALL	NO	NO	NO	15
F NONE	F NONE	F NONE	F NONE					
S ALL	S ALL	S ALL	S NONE	ALL	NO	NO	NO	16
F ALL	F ALL	F NONE	F NONE					
S ALL	S ALL	S ALL	S NONE	NONE	NO	NO	NO	17
F MORE THAN 1/2	F MORE THAN 1/2	F ALL	F NONE					
S ALL	S ALL	S ALL	S NONE	ALL	NO	NO	NO	18
F ALL	F ALL	F ALL	F NONE					
S ALL	S ALL	S ALL	S NONE	NONE	NO	NO	NO	19
F MORE THAN 1/2	F MORE THAN 1/2	F NONE	F NONE					
S ALL	S ALL	S NONE	S ALL	N.D.	NO	NO	NO	20
F NONE	F NONE	F NONE	F NONE					
S ALL	S ALL	S ALL	S ALL	ALL	N.D.	NO	NO	21
F ALL	F ALL	F ALL	F ALL					
S MORE THAN 1/2	S MORE THAN 1/2	S MORE THAN 1/2	S MORE THAN 1/2	NONE	NO	NO	NO	22
F NONE	F NONE	F NONE	F NONE					
S NONE	S N.D.	S N.D.	S N.D.	N.D.	NO	NO	NO	23
F N.D.	F ...	F N.D.	F N.D.					
S ALL	S ALL	S ALL	S NONE	NONE	NO	NO	NO	24
F ALL	F ALL	F ALL	F NONE					
S ...	S ...	S ...	S ...	...	NO	NO	NO	25
F ...	F ...	F ...	F ...					
S ALL	S ALL	S ALL	S NONE	NONE	NO	NO	NO	26
F NONE	F NONE	F NONE	F NONE					
S ALL	S ALL	S ALL	S NONE	NONE	NO	NO	NO	27
F MORE THAN 1/2	F MORE THAN 1/2	F ALL	F NONE					
S ALL	S NONE	S ALL	S NONE	...	...	...	...	28
F MORE THAN 1/2	F NONE	F NONE	F NONE					

FRINGE BENEFITS FOR ADMINISTRATIVE AND

	SCHOOL SYSTEM AND ENROLLMENT (FOOTNOTE)	VACATION DAYS	VACATION MAX. ACCUMULATION	LEAVE PROVISIONS SICK DAYS	SICK MAX. ACCUMULATION	EMERG. OR PERSONAL DAYS	EMERG. OR PERSONAL CHARGED TO SICK LEAVE	RELIGIOUS DAYS	RELIGIOUS CHARGED TO SICK LEAVE	SABBATICAL MAX. TIME GRANTED	SABBATICAL PORTION OF SALARY PAID
	1	2	3	4	5	6	7	8	9	10	11
	CALIFORNIA (CONTINUED)										
29	FREMONT 32,937	20	30	12	UNLIMITED	6	YES	2	NO	1 CAL YEAR	ONE - HALF
30	FREMONT (H S) 14,400	20	UNLIMITED	12	UNLIMITED	6	YES	NONE	...	1 CAL YEAR	ONE - HALF
31	FULLERTON (H S) 15,000	22	22	12	UNLIMITED	6	YES	6	YES	1 CAL YEAR	ONE - HALF
32	GARDEN GROVE 53,000	22	44	12	UNLIMITED	6	YES	NONE	...	1 CAL YEAR	ONE - HALF
33	GLENDALE 23,634	22	40	12	UNLIMITED	6	YES	N.D.	YES	1 CAL YEAR	ONE - HALF
34	GROSSMONT (H S) 20,809	22	22	12	UNLIMITED	6	YES	6	YES	1 CAL YEAR	ONE - HALF
35	HACIENDA-LA PUENTE 30,180	22	NONE	12	UNLIMITED	6	YES	NONE	...	1 CAL YEAR	ONE - HALF
36	HAYWARD 24,079	24	UNLIMITED	12	UNLIMITED	6	YES	3	NO	1 CAL YEAR	MORE THAN 1/2
37	HUNTINGTON BEACH (H S) 18,982	22	44	12	UNLIMITED	8	YES	NONE	...	1 CAL YEAR	ONE - HALF
38	KERN CO BAKERSFIELD (H S) 25,000	20	20	12	UNLIMITED	6	YES	6	YES	1 CAL YEAR	ONE - HALF
39	LA MESA-SPRING VALLEY 13,468	22	44	10	UNLIMITED	6	YES	3	NO	1 CAL YEAR	OTHER
40	LIVERMORE 13,955	22	44	10	UNLIMITED	6	YES	3	NO	1 CAL YEAR	ALL
41	LOMPOC 12,368	NONE	...	11	UNLIMITED	6	YES	NONE	...	1 CAL YEAR	ONE - HALF
42	LONG BEACH 64,000	20	10	13	UNLIMITED	6	YES	6	YES	1 CAL YEAR	ONE - HALF
43	LOS ANGELES 705,946	18	36	10	UNLIMITED	6	YES	NONE	...	NONE	...
44	MODESTO 19,657	22	22	12	UNLIMITED	5	YES	NONE	...	1 CAL YEAR	ONE - HALF
45	MT DIABLO 45,397	21	N.D.	12	NONE	6	YES	2	NO	1 CAL YEAR	ONE - HALF
46	NAPA VALLEY YOUNTVILLE (17) 15,200	22	NONE	10	UNLIMITED	3	NO	3	NO	2 SEMESTERS	OTHER
47	NEWPORT-MESA 25,758	22	33	12	UNLIMITED	6	YES	6	YES	1 CAL YEAR	MORE THAN 1/2
48	NORWALK-LA MIRADA 31,966	22	22	12	UNLIMITED	6	YES	N.D.	NO	NONE	...
49	OAKLAND 59,302	20	UNLIMITED	10	UNLIMITED	7	YES	3	NO	1 CAL YEAR	MORE THAN 1/2
50	ONTARIO-MONTCLAIR 16,157	22	NONE	12	UNLIMITED	6	YES	1	NO	1 CAL YEAR	ONE - HALF
51	OXNARD (H S) 16,237	21	42	10	UNLIMITED	6	YES	NONE	...	1 CAL YEAR	ONE - HALF
52	PALO ALTO 14,400	22	NONE	12	UNLIMITED	6	YES	N.D.	NO	1 CAL YEAR	ONE - HALF
53	PALOS VERDES 17,643	22	N.D.	12	UNLIMITED	6	YES	2	YES	NONE	...
54	PASADENA (18) 26,225	26	29	12	UNLIMITED	6	YES	6	YES	2 SEMESTERS	OTHER
55	PETALUMA 12,065	20	N.D.	12	UNLIMITED	6	YES	NONE	...	1 CAL YEAR	ONE - HALF
56	PLACENTIA (19) 15,775	22	N.D.	10	UNLIMITED	6	YES	N.D.	NO	1 CAL YEAR	ONE - HALF
57	POMONA 20,000	22	22	12	UNLIMITED	6	YES	NONE	...	NONE	...
58	RIALTO 12,000	20	25	12	UNLIMITED	6	YES	NONE	...	1 CAL YEAR	ONE - HALF
59	RICHMOND 39,545	20	40	11	UNLIMITED	6	YES	2	NO	1 CAL YEAR	ONE - HALF

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INSURANCE PROVISIONS -- AMOUNT PAID BY BOARD								OTHER FRINGE BENEFITS			
HOSPITALIZATION-SINGLE AND FAMILY COVERAGE		MAJOR MEDICAL/SURG. SINGLE AND FAMILY COVERAGE		DENTAL CARE - SINGLE AND FAMILY COVERAGE		VISION CARE-SINGLE AND FAMILY COVERAGE		GROUP LIFE	SEVERANCE PAY GRANTED	TUITION COSTS PAID	PROFESSIONAL DUES PAID	
12		13		14		15		16	17	18	19	
S ALL		S NONE		S ALL		S NONE		NONE	NO	NO	NO	29
F NONE		F NONE		F NONE		F NONE						
S ALL		S ALL		S ALL		S NONE		NONE	NO	NO	YES	30
F ALL		F ALL		F ALL		F NONE						
S ALL		S ALL		S ALL		S ALL		ALL	NO	NO	NO	31
F ALL		F ALL		F ALL		F ALL						
S ALL		S ALL		S ALL		S NONE		ALL	NO	NO	NO	32
F ALL		F ALL		F ALL		F NONE						
S NONE		S ALL		S ALL		S NONE		ALL	NO	N.D.	N.D.	33
F N.D.		F NONE		F NONE		F NONE						
S ALL		S ALL		S ALL		S ALL		ALL	NO	NO	NO	34
F NONE		F NONE		F ALL		F NONE						
S ALL		S ALL		S ALL		S NONE		NONE	NO	NO	NO	35
F ALL		F ALL		F NONE		F NONE						
S ALL		S ALL		S ALL		S NONE		ALL	NO	NO	NO	36
F NONE		F NONE		F ALL		F NONE						
S ALL		S ALL		S ALL		S NONE		ALL	NO	NO	NO	37
F ALL		F ALL		F NONE		F NONE						
S ALL		S ALL		S ALL		S NONE		NONE	NO	NO	NO	38
F ONE - HALF		F ONE - HALF		F ALL		F NONE						
S ALL		S ALL		S ALL		S NONE		ALL	NO	NO	NO	39
F NONE		F NONE		F NONE		F NONE						
S ALL		S ALL		S ALL		S NONE		NONE	NO	NO	NO	40
F ALL		F ALL		F ALL		F NONE						
S ALL		S ALL		S NONE		S NONE		NONE	NO	NO	NO	41
F MORE THAN 1/2		F MORE THAN 1/2		F NONE		F NONE						
S ALL		S ALL		S ALL		S NONE		ALL	NO	NO	NO	42
F ALL		F ALL		F NONE		F NONE						
S ALL		S ALL		S ALL		S NONE		ALL	NO	NO	NO	43
F ALL		F ALL		F ALL		F NONE						
S ALL		S ALL		S MORE THAN 1/2		S MORE THAN 1/2		ALL	NO	NO	NO	44
F NONE		F NONE		F NONE		F NONE						
S ALL		S ALL		S ALL		S NONE		NONE	NO	NO	NO	45
F ALL		F ALL		F ALL		F NONE						
S ...		S ...		S ...		S ...		...	NO	YES-UNLIM.	NO	46
F ...		F ...		F ...		F ...						
S ALL		S ALL		S NONE		S NONE		NONE	NO	NO	NO	47
F MORE THAN 1/2		F MORE THAN 1/2		F NONE		F NONE						
S ALL		S ALL		S ALL		S NONE		ALL	NO	NO	N.D.	48
F MORE THAN 1/2		F MORE THAN 1/2		F NONE		F NONE						
S ALL		S ALL		S ALL		S ALL		ALL	NO	NO	NO	49
F ALL		F ALL		F ALL		F ALL						
S ALL		S ALL		S NONE		S NONE		NONE	NO	NO	NO	50
F NONE		F NONE		F NONE		F NONE						
S ALL		S ALL		S ALL		S NONE		NONE	NO	NO	NO	51
F ALL		F ALL		F ALL		F NONE						
S ONE - HALF		S LESS THAN 1/2		S LESS THAN 1/2		S NONE		ALL	NO	NO	NO	52
F NONE		F NONE		F NONE		F NONE						
S ALL		S ALL		S ALL		S NONE		NONE	NO	NO	NO	53
F NONE		F NONE		F NONE		F NONE						
S ALL		S N.D.		S ALL		S ALL		NONE	NO	NO	YES	54
F NONE		F ...		F ALL		F NONE						
S ALL		S ALL		S ALL		S NONE		ALL	NO	NO	NO	55
F ALL		F ALL		F ALL		F NONE						
S ...		S ...		S ...		S ...		...	NO	NO	NO	56
F ...		F ...		F ...		F ...						
S ALL		S ALL		S ALL		S ALL		ALL	NO	YES-UNLIM.	NO	57
F ALL		F ALL		F ALL		F ALL						
S ALL		S ALL		S ALL		S NONE		ALL	NO	NO	NO	58
F NONE		F NONE		F NONE		F NONE						
S ALL		S ALL		S ALL		S ALL		NONE	NO	N.D.	NO	59
F ALL		F ALL		F ALL		F ALL						

FRINGE BENEFITS FOR ADMINISTRATIVE AND

	SCHOOL SYSTEM AND ENROLLMENT (FOOTNOTE)	LEAVE PROVISIONS: VACATION DAYS	VACATION MAX. ACCUMULATION	SICK DAYS	SICK MAX. ACCUMULATION	EMERG. OR PERSONAL DAYS	EMERG. OR PERSONAL CHARGED TO SICK LEAVE	RELIGIOUS DAYS	RELIGIOUS CHARGED TO SICK LEAVE	SABBATICAL MAX. TIME GRANTED	SABBATICAL PORTION OF SALARY PAID
	1	2	3	4	5	6	7	8	9	10	11
	CALIFORNIA (CONTINUED)										
60	SACRAMENTO 59,851	22	NONE	12	UNLIMITED	6	YES	3	NO	NONE	...
61	SAN BERNARDINO 35,053	22	60	12	UNLIMITED	6	YES	NONE	...	2 SEMESTERS	ONE - HALF
62	SAN DIEGO 125,285	20	...	N.D.	N.D.	N.D.	N.D	NONE	...	1 CAL YEAR	ONE - HALF
63	SAN JOSE (21) 36,531	8	N.D.	10	UNLIMITED	6	YES	3	NO	1 CAL YEAR	OTHER
64	SAN JUAN CARMICHAEL 52,550	20	40	12	UNLIMITED	6	YES	NONE	...	1 CAL YEAR	ONE - HALF
65	SAN LORENZO 12,879	30	30	10	UNLIMITED	6	YES	2	YES	NONE	...
66	SAN MATEO (ELEM) (23) 12,327	20	60	12	UNLIMITED	6	YES	2	NO	1 CAL YEAR	ONE - HALF
67	SANTA ANA 27,103	21	31	10	UNLIMITED	6	YES	2	NO	2 SEMESTERS	ONE - HALF
68	SANTA BARBARA 18,417	22	44	12	UNLIMITED	6	YES	NONE	...	1 CAL YEAR	ONE - HALF
69	SANTA CLARA (24) 22,674	N.D.	N.D.	10	UNLIMITED	6	YES	6	YES	1 CAL YEAR	OTHER
70	SIMI VALLEY 24,315	22	44	12	UNLIMITED	6	YES	NONE	...	1 CAL YEAR	MORE THAN 1/2
71	STOCKTON 31,600	22	NONE	12	UNLIMITED	5	YES	2	NO	1 CAL YEAR	ONE - HALF
72	TORRANCE 30,844	20	NONE	12	UNLIMITED	6	YES	NONE	...	1 CAL YEAR	ONE - HALF
73	TUSTIN 19,172	22	N.D.	10	UNLIMITED	6	YES	6	YES	2 SEMESTERS	ONE - HALF
74	VALLEJO 14,724	20	NONE	10	UNLIMITED	6	YES	NONE	...	2 SEMESTERS	MORE THAN 1/2
75	VENTURA 17,093	22	22	10	UNLIMITED	6	YES	6	YES	NONE	...
76	VISALIA 12,777	20	20	10	UNLIMITED	6	YES	NONE	...	NONE	...
77	WHITTIER (H S) 13,592	30	30	12	UNLIMITED	6	YES	6	YES	1 CAL YEAR	ONE - HALF
	COLORADO										
78	AURORA 19,500	22	33	12	180	1	NO	NONE	...	1 CAL YEAR	ONE - HALF
79	BOULDER 23,737	20	20	12	UNLIMITED	2	NO	NONE	...	1 CAL YEAR	ONE - HALF
80	CHERRY CREEK (12) 12,287	35	NONE	12	UNLIMITED	6	NO	NONE	...	1 CAL YEAR	ALL
81	COLORADO SPRINGS 35,800	22	22	13	UNLIMITED	1	NO	NONE	...	1 CAL YEAR	MORE THAN 1/2
82	DENVER 91,616	20	UNLIMITED	12	UNLIMITED	2	YES	3	YES	1 CAL YEAR	ONE - HALF
83	JEFFERSON CO LAKEWOOD 76,000	20	40	12	UNLIMITED	2	NO	NONE	...	2 SEMESTERS	ONE - HALF
84	LITTLETON 18,500	20	N.D.	12	180	2	NO	NONE	...	NONE	...
85	PUEBLO 26,000	20	NONE	12	UNLIMITED	2	NO	NONE	...	2 SEMESTERS	ONE - HALF
86	ST VRAIN LONGMONT 13,000	22	22	10	200	5	NO	NONE	...	1 CAL YEAR	ONE - HALF
	CONNECTICUT										
87	BRISTOL 12,101	N.D.	...	20	N.D.	5	NO	3	N.D.	1 CAL YEAR	MORE THAN 1/2
88	HARTFORD (13) 34,638	24	24	24	188	5	NO	3	NO	1 CAL YEAR	OTHER
89	WATERBURY 17,513	15	UNLIMITED	20	UNLIMITED	3	NO	3	NO	2 SEMESTERS	MORE THAN 1/2

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INSURANCE PROVISIONS -- AMOUNT PAID BY BOARD				OTHER FRINGE BENEFITS			
HOSPITALIZATION-SINGLE AND FAMILY COVERAGE	MAJOR MEDICAL/SURG. SINGLE AND FAMILY COVERAGE	DENTAL CARE - SINGLE AND FAMILY COVERAGE	VISION CARE- SINGLE AND FAMILY COVERAGE	GROUP LIFE	SEVERANCE PAY GRANTED	TUITION COSTS PAID	PROFESSIONAL DUES PAID	
12	13	14	15	16	17	18	19	
S ALL F MORE THAN 1/2	S ALL F MORE THAN 1/2	S ALL F MORE THAN 1/2	S NONE F NONE	ALL	NO	NO	NO	60
S ALL F ALL	S ALL F ALL	S ALL F ALL	S NONE F NONE	ALL	NO	NO	NO	61
S ALL F ALL	S ALL F ALL	S ALL F NONE	S NONE F NONE	NONE	NO	NO	NO	62
S ALL F ALL	S ALL F ALL	S ALL F ALL	S NONE F NONE	NONE	NO	NO	YES	63
S ALL F NONE	S ALL F NONE	S ALL F NONE	S NONE F NONE	NONE	NO	NO	NO	64
S ALL F MORE THAN 1/2	S ALL F MORE THAN 1/2	S ALL F ALL	S ALL F NONE	ALL	NO	NO	NO	65
S ... F ...	S ... F ...	S ... F ...	S ... F ...	...	NO	YES-PART	YES	66
S ALL F ALL	S ALL F ALL	S ALL F NONE	S NONE F NONE	NONE	NO	NO	NO	67
S ALL F ALL	S ALL F ALL	S ALL F NONE	S NONE F NONE	ALL	NO	NO	NO	68
S ALL F ALL	S ALL F ALL	S ALL F ALL	S NONE F NONE	NONE	NO	NO	NO	69
S ALL F ALL	S ALL F ALL	S ALL F ALL	S NONE F NONE	MORE THAN 1/2	NO	NO	NO	70
S ALL F ALL	S ALL F ALL	S ALL F NONE	S NONE F NONE	NONE	NO	NO	NO	71
S ALL F NONE	S ALL F NONE	S ALL F NONE	S NONE F NONE	NONE	NO	NO	NO	72
S ALL F ONE - HALF	S ALL F ONE - HALF	S ALL F ONE - HALF	S NONE F NONE	ALL	NO	NO	NO	73
S ALL F ALL	S ALL F ALL	S MORE THAN 1/2 F NONE	S NONE F NONE	NONE	NO	NO	NO	74
S ALL F ALL	S ALL F ALL	S ALL F NONE	S ALL F ALL	N.D.	NO	NO	NO	75
S ALL F ALL	S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S NONE F NONE	NONE	NO	NO	NO	76
S ALL F ALL	S ALL F ALL	S ALL F ALL	S NONE F NONE	NONE	NO	NO	NO	77
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	78
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	YES-PART	NO	79
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	YES	NO	YES	80
S LESS THAN 1/2 F LESS THAN 1/2	S LESS THAN 1/2 F LESS THAN 1/2	S NONE F NONE	S NONE F NONE	ONE - HALF	NO	NO	NO	81
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	82
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	83
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	ALL	NO	YES-PART	NO	84
S ALL F MORE THAN 1/2	S ALL F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	ALL	YES	NO	NO	85
S ONE - HALF F ONE - HALF	S ONE - HALF F ONE - HALF	S NONE F NONE	S NONE F NONE	NONE	NO	YES-UNLIM.	NO	86
S NONE F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ONE - HALF	NO	YES-PART	NO	87
S ALL F ALL	S ALL F ALL	S ALL F MORE THAN 1/2	S NONE F NONE	ALL	YES	YES-PART	YES	88
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	YES	NO	NO	89

FRINGE BENEFITS FOR ADMINISTRATIVE AND

SCHOOL SYSTEM AND ENROLLMENT (FOOTNOTE)	LEAVE PROVISIONS: VACATION DAYS	VACATION MAX. ACCUMULATION	SICK DAYS	SICK MAX. ACCUMULATION	EMERG. OR PERSONAL DAYS	EMERG. OR PERSONAL CHARGED TO SICK LEAVE	RELIGIOUS DAYS	RELIGIOUS CHARGED TO SICK LEAVE	SABBATICAL MAX. TIME GRANTED	SABBATICAL PORTION OF SALARY PAID
1	2	3	4	5	6	7	8	9	10	11
CONNECTICUT (CONTINUED)										
90 WEST HARTFORD 12,837	30	UNLIMITED	18	UNLIMITED	5	NO	3	NO	1 CAL YEAR	ONE - HALF
DELAWARE										
91 NEWARK (15) 16,000	25	30	12	120	3	YES	3	YES	1 CAL YEAR	OTHER
92 WILMINGTON 15,129	22	30	12	120	3	YES	3	YES	1 CAL YEAR	LESS THAN 1/2
FLORIDA										
93 ALACHUA CO GAINESVILLE 22,500	18	30	10	120	2	YES	2	YES	NONE	...
94 BREVARD CO TITUSVILLE 59,976	18	30	10	120	2	YES	2	YES	NONE	...
95 DADE CO MIAMI 241,995	20	40	12	120	2	YES	2	YES	1 CAL YEAR	MORE THAN 1/2
96 DUVAL CO JACKSONVILLE 116,000	18	30	10	120	2	YES	2	YES	2 SEMESTERS	ONE - HALF
97 HILLSBOROUGH CO TAMPA 102,800	18	30	10	120	2	YES	2	YES	NONE	...
98 LAKE CO TAVARES 16,742	18	30	10	120	2	YES	2	YES	NONE	...
99 LEE CO FORT MYERS 24,000	15	30	10	120	4	YES	4	YES	NONE	...
100 LEON CO TALLAHASSEE 21,874	12	30	12	120	2	YES	2	YES	NONE	...
101 MANATEE CO BRADENTON 18,013	18	30	10	120	2	YES	2	YES	NONE	...
102 MARION CO OCALA 21,000	18	N.D.	10	N.D.	3	YES	3	YES	NONE	...
103 ORANGE CO ORLANDO 86,000	10	15	10	120	NONE	...	2	YES	1 CAL YEAR	MORE THAN 1/2
104 PINELLAS CO CLEARWATER 92,000	18	30	10	120	2	YES	2	YES	1 CAL YEAR	ONE - HALF
105 SARASOTA CO 20,835	12	22	10	120	2	YES	2	YES	1 CAL YEAR	ONE - HALF
106 SAINT LUCIE CO FORT PIERCE 12,000	18	30	10	120	2	YES	2	YES	1 CAL YEAR	ONE - HALF
GEORGIA										
107 ATLANTA 90,000	18	25	20	100	3	YES	N.D.	NO	NONE	...
108 COBB CO EXCL MARIETTA 49,500	10	10	18	60	3	YES	NONE	...	1 CAL YEAR	ONE - HALF
109 DEKALB CO EXCL DECATUR 88,000	20	30	16	120	3	YES	3	YES	1 CAL YEAR	ONE - HALF
110 FULTON CO EXCL ATLANTA 35,000	15	40	12	80	5	NO	5	NO	1 CAL YEAR	NONE
111 GLYNN CO BRUNSWICK 12,000	10	15	11	35	3	YES	NONE	...	1 CAL YEAR	LESS THAN 1/2
112 MUSCOGEE CO COLUMBUS 40,000	10	10	15	90	3	YES	3	YES	NONE	...
113 RICHMOND CO AUGUSTA 32,000	10	10	11	90	3	YES	3	YES	1 CAL YEAR	NONE
HAWAII										
114 HONOLULU 180,185	21	90	21	UNLIMITED	NONE	...	NONE	...	1 CAL YEAR	ONE - HALF
IDAHO										
115 BOISE 23,935	10	10	12	90	3	NO	2	NO	1 SEMESTER	ALL

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INSURANCE PROVISIONS -- AMOUNT PAID BY BOARD					OTHER FRINGE BENEFITS			
HOSPITALIZATION-SINGLE AND FAMILY COVERAGE	MAJOR MEDICAL/SURG. SINGLE AND FAMILY COVERAGE	DENTAL CARE - SINGLE AND FAMILY COVERAGE	VISION CARE- SINGLE AND FAMILY COVERAGE	GROUP LIFE	SEVERANCE PAY GRANTED	TUITION COSTS PAID	PROFESSIONAL DUES PAID	
12	13	14	15	16	17	18	19	
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ONE - HALF	YES	NO	YES	90
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	YES	YES-PART	NO	91
S ALL F MORE THAN 1/2	S ALL F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	ALL	YES	NO	YES	92
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	ALL	YES	NO	YES	93
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	ALL	YES	NO	NO	94
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	ONE - HALF	YES	NO	N.D.	95
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	LESS THAN 1/2	YES	NO	NO	96
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	ALL	YES	NO	YES	97
S LESS THAN 1/2 F LESS THAN 1/2	S ONE - HALF F LESS THAN 1/2	S NONE F NONE	S NONE F NONE	LESS THAN 1/2	YES	NO	NO	98
S MORE THAN 1/2 F NONE	S MORE THAN 1/2 F NONE	S NONE F NONE	S NONE F NONE	NONE	YES	NO	NO	99
S LESS THAN 1/2 F LESS THAN 1/2	S LESS THAN 1/2 F LESS THAN 1/2	S NONE F NONE	S NONE F NONE	NONE	YES	NO	NO	100
S ONE - HALF F ONE - HALF	S ONE - HALF F ONE - HALF	S NONE F NONE	S NONE F NONE	ALL	YES	YES-PART	NO	101
S ALL F NONE	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	YES	NO	NO	102
S LESS THAN 1/2 F LESS THAN 1/2	S LESS THAN 1/2 F LESS THAN 1/2	S NONE F NONE	S NONE F NONE	LESS THAN 1/2	YES	NO	NO	103
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	ALL	YES	NO	NO	104
S NONE F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	ALL	YES	NO	NO	105
S ONE - HALF F ONE - HALF	S ONE - HALF F ONE - HALF	S NONE F NONE	S NONE F NONE	ONE - HALF	YES	NO	NO	106
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	ONE - HALF	NO	NO	NO	107
S MORE THAN 1/2 F LESS THAN 1/2	S LESS THAN 1/2 F LESS THAN 1/2	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	108
S ALL F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	109
S LESS THAN 1/2 F LESS THAN 1/2	S LESS THAN 1/2 F LESS THAN 1/2	S NONE F NONE	S NONE F NONE	ALL	YES	NO	NO	110
S LESS THAN 1/2 F NONE	S LESS THAN 1/2 F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	111
S LESS THAN 1/2 F LESS THAN 1/2	S LESS THAN 1/2 F LESS THAN 1/2	S NONE F NONE	S NONE F NONE	LESS THAN 1/2	NO	NO	NO	112
S ONE - HALF F ONE - HALF	S LESS THAN 1/2 F LESS THAN 1/2	S NONE F NONE	S NONE F NONE	LESS THAN 1/2	NO	NO	NO	113
S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S NONE F NONE	ALL	NO	NO	NO	114
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	ALL	...	NO	YES	115

FRINGE BENEFITS FOR ADMINISTRATIVE AND

SCHOOL SYSTEM AND ENROLLMENT (FOOTNOTE)	VACATION		LEAVE PROVISIONS SICK		EMERG.OR PERSONAL		RELIGIOUS		SABBATICAL	
	DAYS	MAX. ACCUMULATION	DAYS	MAX. ACCUMULATION	DAYS	CHARGED TO SICK LEAVE	DAYS	CHARGED TO SICK LEAVE	MAX. TIME GRANTED	PORTION OF SALARY PAID
1	2	3	4	5	6	7	8	9	10	11
ILLINOIS										
116 ALTON 12,500	15	15	15	120	N.D.	YES	NONE	...	NONE	...
117 CHICAGO (9) 542,000	25	45	12	200	3	NO	3	NO	1 CAL YEAR	OTHER
118 DECATUR 19,385	20	20	14	160	1	YES	NONE	...	2 SEMESTERS	NONE
119 DUNDEE 12,500	20	NONE	10	120	2	NO	NONE	...	NONE	...
120 PALATINE 12,500	20	20	12	105	3	NO	NONE	...	1 CAL YEAR	ONE - HALF
121 PEORIA 24,000	20	NONE	12	120	2	NO	2	NO	2 SEMESTERS	ONE - HALF
122 SCHAUMBERG (ELEM) 14,500	20	NONE	20	NONE	3	YES	3	YES	1 CAL YEAR	ONE - HALF
123 TWP H S DIST MT PROSPECT 19,000	20	NONE	15	132	NONE	...	NONE	...	1 CAL YEAR	MORE THAN 1/2
124 WAUKEGAN (60) 15,007	20	NONE	15	178	2	NO	2	NO	1 CAL YEAR	ONE - HALF
INDIANA										
125 BARTHOLOMEW DIST COLUMBUS 13,529	14	NONE	7	120	3	NO	NONE	...	NONE	...
126 DOWNERS GROVE (ELEM & H S) 12,000	20	20	15	180	1	NO	2	NO	1 CAL YEAR	ONE - HALF
127 EAST ALLEN CO NEW HAVEN (65) 12,264	20	NONE	10	120	2	NO	NONE	...	2 SEMESTERS	...
128 EVANSVILLE-VANDERBURGH 31,937	20	NONE	7	180	2	NO	NONE	...	1 CAL YEAR	ONE - HALF
129 FORT WAYNE (67) 43,245	20	NONE	10	120	2	NO	NONE	...	1 CAL YEAR	OTHER
130 INDIANAPOLIS 97,880	20	NONE	10	130	2	NO	NONE	...	NONE	...
131 MONROE CO BLOOMINGTON 12,943	NONE	...	9	UNLIMITED	2	NO	2	NO	1 CAL YEAR	MORE THAN 1/2
132 NEW ALBANY-FLOYD CO 12,054	21	21	7	90	2	NO	NONE	...	NONE	...
133 PERRY TWP 12,500	20	NONE	7	120	2	NO	NONE	...	1 CAL YEAR	ONE - HALF
134 VIGO CO TERRE HAUTE 22,338	20	20	10	140	2	NO	NONE	...	NONE	...
135 WASHINGTON TWP 15,300	20	NONE	10	120	2	NO	NONE	...	1 CAL YEAR	ONE - HALF
IOWA										
136 CEDAR RAPIDS (42) 23,443	NONE	...	15	190	3	NO	N.D.	NO	2 SEMESTERS	ONE - HALF
137 COUNCIL BLUFFS (42) 14,700	20	20	15	200	2	NO	N.D.	NO	1 CAL YEAR	ONE - HALF
138 DAVENPORT 23,475	20	NONE	20	180	2	YES	2	YES	NONE	...
139 DES MOINES 42,000	20	NONE	15	UNLIMITED	3	NO	NONE	...	1 CAL YEAR	MORE THAN 1/2
140 DUBUQUE 13,400	20	NONE	15	UNLIMITED	NONE	...	NONE	...	NONE	...
141 SIOUX CITY 17,297	15	20	17	207	2	YES	2	YES	NONE	...
142 WATERLOO 18,300	20	N.D.	N.D.	140	2	YES	NONE	...	NONE	...
KANSAS										
143 KANSAS CITY 32,945	20	20	10	260	NONE	...	NONE	...	NONE	...
144 SHAWNEE MISSION 42,497	20	40	12	NONE	5	YES	5	YES	NONE	...

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INSURANCE PROVISIONS -- AMOUNT PAID BY BOARD					OTHER FRINGE BENEFITS			
HOSPITALIZATION-SINGLE AND FAMILY COVERAGE	MAJOR MEDICAL/SURG. SINGLE AND FAMILY COVERAGE	DENTAL CARE - SINGLE AND FAMILY COVERAGE	VISION CARE-SINGLE AND FAMILY COVERAGE	GROUP LIFE	SEVERANCE PAY GRANTED	TUITION COSTS PAID	PROFESSIONAL DUES PAID	
12	13	14	15	16	17	18	19	
S NONE F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	116
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	YES	NO	NO	117
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	118
S ALL F NONE	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	NO	YES-PART	NO	119
S ALL F LESS THAN 1/2	S ALL F LESS THAN 1/2	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	120
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	YES	YES-PART	NO	121
S ALL F ONE - HALF	S ALL F ONE - HALF	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	122
S ALL F ALL	S ALL F ALL	S ALL F ALL	S ALL F ALL	ALL	NO	NO	YES	123
S ALL F LESS THAN 1/2	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	YES	YES-PART	YES	124
S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	ALL	YES	NO	NO	125
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	YES	NO	NO	126
S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	MORE THAN 1/2	YES	NO	NO	127
S MORE THAN 1/2 F LESS THAN 1/2	S MORE THAN 1/2 F ...	S LESS THAN 1/2 F ...	S NONE F NONE	MORE THAN 1/2	YES	NO	NO	128
S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	MORE THAN 1/2	YES	NO	NO	129
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	ALL	YES	NO	NO	130
S LESS THAN 1/2 F LESS THAN 1/2	S LESS THAN 1/2 F LESS THAN 1/2	S NONE F NONE	S NONE F NONE	MORE THAN 1/2	YES	NO	NO	131
S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	MORE THAN 1/2	NO	NO	NO	132
S LESS THAN 1/2 F LESS THAN 1/2	S LESS THAN 1/2 F LESS THAN 1/2	S NONE F NONE	S NONE F NONE	ONE - HALF	YES	NO	NO	133
S LESS THAN 1/2 F LESS THAN 1/2	S LESS THAN 1/2 F LESS THAN 1/2	S NONE F NONE	S NONE F NONE	LESS THAN 1/2	YES	NO	NO	134
S LESS THAN 1/2 F LESS THAN 1/2	S LESS THAN 1/2 F LESS THAN 1/2	S NONE F NONE	S NONE F NONE	ALL	YES	NO	NO	135
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	136
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	ALL	N.D.	N.D.	NO	137
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	138
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	ALL	NO	YES-PART	YES	139
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	NO	NO	YES	140
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	ALL	NO	NO	YES	141
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	142
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	143
S MORE THAN 1/2 F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	144

FRINGE BENEFITS FOR ADMINISTRATIVE AND

SCHOOL SYSTEM AND ENROLLMENT (FOOTNOTE)	VACATION		LEAVE PROVISIONS SICK		EMERG.OR PERSONAL		RELIGIOUS		SABBATICAL	
	DAYS	MAX. ACCUMULATION	DAYS	MAX. ACCUMULATION	DAYS	CHARGED TO SICK LEAVE	DAYS	CHARGED TO SICK LEAVE	MAX. TIME GRANTED	PORTION OF SALARY PAID
1	2	3	4	5	6	7	8	9	10	11
KANSAS (CONTINUED)										
145 TOPEKA 23,888	24	NONE	10	UNLIMITED	NONE	...	NONE	...	1 CAL YEAR	NONE
146 WICHITA 57,222	20	20	15	170	3	YES	N.D.	...	1 CAL YEAR	ONE - HALF
KENTUCKY										
147 FAYETTE CO 35,500	20	NONE	10	70	3	N.D	NONE	...	NONE	...
148 JEFFERSON CO (EXCL LOUISVILLE) 96,000	20	NONE	12	132	3	NO	N.D.	NO	1 CAL YEAR	NONE
149 LOUISVILLE 47,525	20	20	12	UNLIMITED	NONE	...	NONE	...	NONE	...
150 PIKE CO PIKEVILLE 14,000	10	NONE	10	50	3	NO	NONE	...	1 CAL YEAR	NONE
LOUISIANA										
151 CADDO PARISH SHREVEPORT (9) 52,612	10	15	10	UNLIMITED	2	NO	NONE	...	1 CAL YEAR	OTHER
152 CALCASIEU PARISH LAKE CHARLES (9) 37,878	20	NONE	10	UNLIMITED	N.D.	YES	N.D.	YES	2 SEMESTERS	OTHER
153 EAST BATON ROUGE PARISH 67,074	10	20	12	UNLIMITED	12	NO	3	YES	1 CAL YEAR	MORE THAN 1/2
154 LAFAYETTE PARISH 29,144	18	NONE	18	UNLIMITED	NONE	...	N.D.	YES	1 CAL YEAR	MORE THAN 1/2
155 ORLEANS PARISH NEW ORLEANS (9) 101,000	22	60	10	UNLIMITED	10	YES	2	NO	2 SEMESTERS	OTHER
156 RAPIDES PARISH ALEXANDRIA 28,299	15	30	10	UNLIMITED	2	NO	NONE	...	2 SEMESTERS	MORE THAN 1/2
157 ST BERNARD PARISH CHALMETTE 13,700	15	25	18	UNLIMITED	N.D.	YES	N.D.	YES	2 SEMESTERS	MORE THAN 1/2
158 ST LANDRY PARISH OPELOUSAS 22,404	12	18	13	90	3	YES	NONE	...	1 CAL YEAR	MORE THAN 1/2
MAINE										
159 PORTLAND 12,676	26	NONE	15	193	...	...	N.D.	...	2 SEMESTERS	ONE - HALF
MARYLAND										
160 ANNE ARUNDEL CO ANNAPOLIS 78,924	26	39	12	UNLIMITED	NONE	...	3	NO	1 CAL YEAR	ONE - HALF
161 BALTIMORE (45) 187,241	23	46	10	195	2	YES	N.D.	NO	2 SEMESTERS	ONE - HALF
162 BALTIMORE CO TOWSON 130,390	20	40	18	UNLIMITED	3	NO	2	NO	1 CAL YEAR	MORE THAN 1/2
163 CARROLL CO WESTMINSTER 17,200	15	30	12	155	3	NO	NONE	...	1 CAL YEAR	ONE - HALF
164 FREDERICK CO 21,910	20	40	12	UNLIMITED	2	NO	NONE	...	1 CAL YEAR	ONE - HALF
165 HARFORD CO BEL AIR 33,436	20	10	15	UNLIMITED	3	NO	3	NO	1 CAL YEAR	ONE - HALF
166 HOWARD CO CLARKSVILLE 21,960	20	40	12	200	2	YES	N.D.	NO	2 SEMESTERS	ONE - HALF
167 MONTGOMERY CO ROCKVILLE (46) 127,700	26	46	12	UNLIMITED	3	NO	NONE	NO	1 CAL YEAR	MORE THAN 1/2
168 PRINCE GEORGES CO (47) 156,676	25	25	17	240	NONE	...	NONE	...	2 SEMESTERS	OTHER
169 WASHINGTON CO HAGERSTOWN (40) 22,250	18	26	12	180	1	NO	N.D.	N.D.	1 CAL YEAR	ONE - HALF
MASSACHUSETTS										
170 BOSTON 96,239	30	NONE	15	UNLIMITED	NONE	...	NONE	...	1 CAL YEAR	ONE - HALF
171 FALL RIVER 14,732	NONE	...	19	200	2	NO	3	YES	1 CAL YEAR	ONE - HALF
172 FRAMINGHAM 15,500	20	20	15	UNLIMITED	3	NO	5	NO	1 CAL YEAR	ONE - HALF

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INSURANCE PROVISIONS -- AMOUNT PAID BY BOARD					OTHER FRINGE BENEFITS			
HOSPITALIZATION-SINGLE AND FAMILY COVERAGE	MAJOR MEDICAL/SURG. SINGLE AND FAMILY COVERAGE	DENTAL CARE - SINGLE AND FAMILY COVERAGE	VISION CARE- SINGLE AND FAMILY COVERAGE	GROUP LIFE	SEVERANCE PAY GRANTED	TUITION COSTS PAID	PROFESSIONAL DUES PAID	
12	13	14	15	16	17	18	19	
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	YES	NO	NO	145
S LESS THAN 1/2 F LESS THAN 1/2	S LESS THAN 1/2 F LESS THAN 1/2	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	146
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	147
S MORE THAN 1/2 F NONE	S MORE THAN 1/2 F NONE	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	148
S MORE THAN 1/2 F LESS THAN 1/2	S MORE THAN 1/2 F LESS THAN 1/2	S NONE F NONE	S NONE F NONE	LESS THAN 1/2	NO	NO	NO	149
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	150
S LESS THAN 1/2 F NONE	S LESS THAN 1/2 F NONE	S NONE F NONE	S NONE F NONE	NONE	YES	NO	NO	151
S MORE THAN 1/2 F NONE	S MORE THAN 1/2 F NONE	S NONE F NONE	S NONE F NONE	NONE	YES	NO	NO	152
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	ALL	YES	NO	NO	153
S LESS THAN 1/2 F NONE	S LESS THAN 1/2 F NONE	S LESS THAN 1/2 F NONE	S NONE F NONE	NONE	YES	NO	NO	154
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	LESS THAN 1/2	YES	NO	NO	155
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	YES	NO	NO	156
S LESS THAN 1/2 F LESS THAN 1/2	S LESS THAN 1/2 F LESS THAN 1/2	S LESS THAN 1/2 F LESS THAN 1/F	S NONE NONE	NONE	YES	NO	NO	157
S LESS THAN 1/2 F LESS THAN 1/2	S LESS THAN 1/2 F LESS THAN 1/2	S NONE F NONE	S NONE F NONE	NONE	YES	NO	NO	158
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	NONE	YES	NO	YES	159
S MORE THAN 1/2 F ONE - HALF	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	YES	YES-PART	NO	160
S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	NONE	YES	NO	NO	161
S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	ALL	NO	YES-PART	NO	162
S ALL F LESS THAN 1/2	S ALL F LESS THAN 1/2	S NONE F NONE	S NONE F NONE	ALL	YES	YES-PART	YES	163
S ALL F LESS THAN 1/2	S ALL F LESS THAN 1/2	S NONE F NONE	S NONE F NONE	ALL	YES	NO	YES	164
S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	MORE THAN 1/2	YES	YES-PART	NO	165
S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	ONE - HALF	NO	YES-PART	NO	166
S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S NONE F NONE	MORE THAN 1/2	YES	NO	NO	167
S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	ALL	YES	YES-PART	NO	168
S ALL F ONE - HALF	S ALL F ONE - HALF	S NONE F NONE	S NONE F NONE	ALL	YES	YES-PART	NO	169
S ONE - HALF F ONE - HALF	S ONE - HALF F ONE - HALF	S NONE F NONE	S NONE F NONE	ONE - HALF	NO	NO	NO	170
S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	MORE THAN 1/2	NO	NO	NO	171
S ONE - HALF F ONE - HALF	S ONE - HALF F ONE - HALF	S NONE F NONE	S NONE F NONE	ALL	NO	NO	YES	172

FRINGE BENEFITS FOR ADMINISTRATIVE AND

SCHOOL SYSTEM AND ENROLLMENT (FOOTNOTE)	LEAVE PROVISIONS: VACATION DAYS	VACATION MAX. ACCUMULATION	SICK DAYS	SICK MAX. ACCUMULATION	EMERG. OR PERSONAL DAYS	EMERG. OR PERSONAL CHARGED TO SICK LEAVE	RELIGIOUS DAYS	RELIGIOUS CHARGED TO SICK LEAVE	SABBATICAL MAX. TIME GRANTED	SABBATICAL PORTION OF SALARY PAID
1	2	3	4	5	6	7	8	9	10	11
MASSACHUSETTS (CONTINUED)										
173 WORCESTER 29,408	25	NONE	15	150	3	NO	5	YES	1 CAL YEAR	ONE - HALF
MICHIGAN										
174 BIRMINGHAM 14,800	22	NONE	N.D.	UNLIMITED	2	NO	2	NO	1 CAL YEAR	ONE - HALF
175 DETROIT 281,594	25	25	17	200	5	YES	5	YES	1 CAL YEAR	ONE - HALF
176 EAST DETROIT 12,200	N.D.	...	12	150	12	YES	NONE	...	1 CAL YEAR	MORE THAN 1/2
177 FLINT (52) 44,634	20	25	14	UNLIMITED	2	YES	3	NO	1 CAL YEAR	ONE - HALF
178 GRAND RAPIDS 31,789	22	22	11	UNLIMITED	2	NO	NONE	...	1 CAL YEAR	ONE - HALF
179 GROSSE POINTE (53) 12,408	25	25	N.D.	UNLIMITED	...	NO	NONE	...	1 CAL YEAR	N.D.
180 JACKSON 12,536	20	NONE	19	UNLIMITED	2	YES	NONE	...	1 CAL YEAR	ALL
181 KALAMAZOO 16,083	20	20	12	UNLIMITED	NONE	...	NONE	...	1 CAL YEAR	ONE - HALF
182 LANSING (40) 32,000	20	NONE	15	UNLIMITED	N.D.	YES	N.D.	YES	2 SEMESTERS	ONE - HALF
183 MIDLAND 12,875	25	5	N.D.	N.D.	2	NO	2	NO	NONE	...
184 PONTIAC 21,093	29	NONE	12	180	3	YES	NONE	...	1 CAL YEAR	ONE - HALF
185 ROYAL OAK 16,668	N.D.	N.D.	11	180	2	YES	2	YES	1 CAL YEAR	ONE - HALF
186 SOUTHFIELD 14,700	20	20	13	213	2	YES	N.D.	YES	1 CAL YEAR	ONE - HALF
187 WARREN (68) 34,250	20	NONE	...	...	N.D.	NO	NONE	...	1 SEMESTER	ONE - HALF
188 WATERFORD (55) 18,400	15	NONE	N.D.	UNLIMITED	2	NO	2	NO	1 CAL YEAR	...
189 WAYNE-WESTLAND 24,000	20	20	12	156	2	NO	NONE	...	2 SEMESTERS	ONE - HALF
190 LAKEWOOD LAKE ODESSA 32,000	N.D.	...	10	UNLIMITED	3	NO	NONE	...	NONE	...
MINNESOTA										
191 ANOKA-HENNEPIN 32,000	20	30	12	130	2	YES	2	YES	1 CAL YEAR	ONE - HALF
192 MINNEAPOLIS (56) 61,579	20	40	20	125	2	YES	2	YES	2 SEMESTERS	ONE - HALF
193 NORTH ST PAUL-MAPLEWOOD (40) 12,000	20	20	12	160	N.D.	YES	N.D.	YES	1 CAL YEAR	ONE - HALF
194 OSSEO 13,671	5	20	12	150	1	YES	NONE	...	1 CAL YEAR	ONE - HALF
195 ROBBINSDALE 26,000	35	NONE	12	UNLIMITED	3	NO	2	YES	1 CAL YEAR	MORE THAN 1/2
196 ROCHESTER 16,532	20	20	10	NONE	N.D.	...	NONE	...	1 CAL YEAR	ONE - HALF
197 ROSEVILLE 12,900	20	30	18	135	18	YES	2	YES	1 CAL YEAR	ONE - HALF
198 ST PAUL 48,000	20	40	15	220	3	YES	N.D.	YES	2 SEMESTERS	ONE - HALF
MISSOURI										
199 HAZELWOOD 25,173	20	20	N.D.	N.D.	2	NO	NONE	...	1 CAL YEAR	MORE THAN 1/2
200 HICKMAN MILLS (5) 18,226	10	20	10	90	10	YES	N.D.	YES	2 SEMESTERS	LESS THAN 1/2
201 INDEPENDENCE 16,301	15	15	10	UNLIMITED	5	NO	2	YES	1 CAL YEAR	NONE

SUPERVISORY PERSONNEL, 1973 - 1974

INSURANCE PROVISIONS -- AMOUNT PAID BY BOARD						OTHER FRINGE BENEFITS			
HOSPITALIZATION-SINGLE AND FAMILY COVERAGE	MAJOR MEDICAL/SURG. SINGLE AND FAMILY COVERAGE	DENTAL CARE - SINGLE AND FAMILY COVERAGE	VISION CARE- SINGLE AND FAMILY COVERAGE	GROUP LIFE	SEVERANCE PAY GRANTED	TUITION COSTS PAID	PROFESSIONAL DUES PAID	
12	13	14	15	16	17	18	19	
S ONE - HALF F ONE - HALF	S ONE - HALF F ONE - HALF	S NONE F NONE	S NONE F NONE	ONE - HALF	NO	NO	NO	173
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	YES	NO	NO	174
S ALL F ONE - HALF	S NONE F NONE	S NONE F NONE	S NONE F NONE	ALL	YES	NO	NO	175
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	N.D.	N.D.	NO	176
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	YES	NO	NO	177
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	NO	YES-PART	YES	178
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	179
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	YES	NO	NO	180
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	YES	NO	NO	181
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	YES	NO	NO	182
S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	ALL	YES	NO	NO	183
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	YES	YES-PART	NO	184
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	YES	NO	NO	185
S ALL F ALL	S NONE F NONE	S MORE THAN 1/2 F NONE	S NONE F NONE	ALL	NO	NO	NO	186
S ALL F ALL	S ALL F ALL	S ALL F ALL	S NONE F NONE	ALL	NO	NO	YES	187
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	NO	NO	YES	188
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	189
S NONE F NONE	S ALL F ALL	S NONE F NONE	S NONE F NONE	NONE	NO	YES-PART	YES	190
S ALL F LESS THAN 1/2	S ALL F LESS THAN 1/2	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	191
S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	MORE THAN 1/2	NO	NO	NO	192
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	193
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	NO	NO	YES	194
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	MORE THAN 1/2	NO	NO	NO	195
S ALL F MORE THAN 1/2	S ALL F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	ONE - HALF	NO	NO	YES	196
S ALL F LESS THAN 1/2	S ALL F LESS THAN 1/2	S NONE F NONE	S NONE F NONE	ALL	NO	NO	YES	197
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	YES	NO	YES	198
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	199
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	YES	NO	NO	200
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	ALL	YES	NO	NO	201

FRINGE BENEFITS FOR ADMINISTRATIVE AND

SCHOOL SYSTEM AND ENROLLMENT (FOOTNOTE)	LEAVE PROVISIONS: VACATION DAYS	VACATION MAX. ACCUMULATION	SICK DAYS	SICK MAX. ACCUMULATION	EMERG. OR PERSONAL DAYS	EMERG. OR PERSONAL CHARGED TO SICK LEAVE	RELIGIOUS DAYS	RELIGIOUS CHARGED TO SICK LEAVE	SABBATICAL MAX. TIME GRANTED	SABBATICAL PORTION OF SALARY PAID
1	2	3	4	5	6	7	8	9	10	11
MISSOURI (CONTINUED)										
202 NORTH KANSAS CITY 22,382	20	NONE	13	UNLIMITED	2	YES	NONE	...	1 CAL YEAR	NONE
203 PARKWAY (58) 23,433	25	NONE	N.D.	UNLIMITED	2	NO	2	NO	1 CAL YEAR	ONE - HALF
204 ST JOSEPH 18,000	15	20	10	80	3	NO	NONE	...	1 CAL YEAR	ONE - HALF
205 ST LOUIS 99,418	NONE	...	10	260	2	NO	NONE	...	2 SEMESTERS	ONE - HALF
206 SPRINGFIELD 26,000	20	NONE	10	190	2	NO	NONE	...	NONE	...
MONTANA										
207 BILLINGS 18,000	30	NONE	10	100	5	NO	NONE	...	2 SEMESTERS	ONE - HALF
208 GREAT FALLS 18,215	20	NONE	10	100	5	NO	NONE	...	2 SEMESTERS	ONE - HALF
NEBRASKA										
209 LINCOLN 29,721	24	24	10	236	2	NO	NONE	...	1 CAL YEAR	LESS THAN 1/2
NEVADA										
210 WASHOE CO RENO (5) 29,940	NONE	...	15	105	1	YES	N.D.	NO	1 CAL YEAR	ONE - HALF
NEW HAMPSHIRE										
211 MANCHESTER 16,628	20	NONE	15	90	5	YES	NONE	...	1 CAL YEAR	NONE
NEW JERSEY										
212 CAMDEN 21,000	21	NONE	15	UNLIMITED	2	NO	NONE	...	NONE	...
213 EDISON TWP 14,477	23	NONE	12	UNLIMITED	2	NO	NONE	...	1 CAL YEAR	MORE THAN 1/2
214 TRENTON 15,000	20	NONE	10	10	3	NO	3	NO	1 CAL YEAR	ONE - HALF
215 MADISON TWP MATAWAN 13,100	N.D.	N.D.	10	UNLIMITED	2	NO	NONE	...	1 CAL YEAR	ONE - HALF
216 NEWARK 76,325	20	40	15	UNLIMITED	3	NO	NONE	...	1 CAL YEAR	ONE - HALF
217 TRENTON 17,521	20	NONE	18	UNLIMITED	4	NO	4	NO	1 CAL YEAR	ONE - HALF
218 VINELAND 12,000	20	NONE	15	15	2	NO	3	NO	NONE	...
NEW MEXICO										
219 ALBUQUERQUE (40) 85,000	22	66	12	260	N.D.	...	NONE	...	NONE	...
220 GALLUP-MCKINLEY 12,360	14	20	13	UNLIMITED	7	NO	NONE	...	NONE	...
221 LAS CRUCES 15,600	15	20	10	120	3	NO	NONE	...	NONE	...
NEW YORK										
222 BRENTWOOD 22,500	NONE	...	12	UNLIMITED	2	YES	NONE	...	1 CAL YEAR	MORE THAN 1/2
223 BUFFALO 63,508	23	NONE	12	200	5	NO	5	NO	1 CAL YEAR	ONE - HALF
224 KENMORE 19,854	15	NONE	12	220	1	NO	3	NO	1 CAL YEAR	ONE - HALF
225 MASSAPEQUA 15,700	22	NONE	10	180	2	NO	NONE	...	NONE	...
226 NIAGARA FALLS 16,274	20	30	24	200	2	NO	3	YES	1 CAL YEAR	ONE - HALF
227 NORTH SYRACUSE 13,070	10	NONE	12	200	1	NO	5	NO	2 SEMESTERS	ONE - HALF

SUPERVISORY PERSONNEL, 1973 - 1974

| INSURANCE PROVISIONS -- AMOUNT PAID BY BOARD | | |

FRINGE BENEFITS FOR ADMINISTRATIVE AND

SCHOOL SYSTEM AND ENROLLMENT (FOOTNOTE)	VACATION		LEAVE PROVISIONS SICK		EMERG. OR PERSONAL		RELIGIOUS		SABBATICAL	
	DAYS	MAX. ACCUMULATION	DAYS	MAX. ACCUMULATION	DAYS	CHARGED TO SICK LEAVE	DAYS	CHARGED TO SICK LEAVE	MAX. TIME GRANTED	PORTION OF SALARY PAID
1	2	3	4	5	6	7	8	9	10	11
NEW YORK (CONTINUED)										
228 ROCHESTER 44,000	NONE	...	10	150	5	NO	NONE	...	2 SEMESTERS	MORE THAN 1/2
229 SACHEM CENTRAL HOLBROCK 16,250	15	NONE	11	UNLIMITED	4	NO	NONE	...	1 CAL YEAR	ALL
230 SEWANHAKA 12,000	22	NONE	13	UNLIMITED	3	NO	3	NO	1 CAL YEAR	MORE THAN 1/2
231 SCHENECTADY 12,000	NONE	...	18	250	5	YES	5	NO	2 SEMESTERS	ONE - HALF
232 SYRACUSE (40) 29,800	20	NONE	15	UNLIMITED	N.D.	NO	NONE	...	2 SEMESTERS	ONE - HALF
233 YONKERS 28,517	20	NONE	12	200	3	NO	NONE	...	1 CAL YEAR	MORE THAN 1/2
NORTH CAROLINA										
234 CUMBERLAND CO FAYETTEVILLE 34,080	15	NONE	12	UNLIMITED	NONE	...	NONE	...	NONE	...
235 DURHAM CO 15,000	15	NONE	6	UNLIMITED	2	NO	NONE	...	NONE	...
236 GREENSBORO 27,688	15	15	10	UNLIMITED	2	NO	2	NO	NONE	...
237 ONSLOW CO JACKSONVILLE 16,483	24	NONE	10	UNLIMITED	NONE	...	NONE	...	NONE	...
238 RALEIGH 23,048	15	15	10	UNLIMITED	2	NO	NONE	...	NONE	...
239 RANDOLPH CO ASHEBORO 13,321	24	NONE	5	UNLIMITED	2	NO	NONE	...	NONE	...
240 WAKE CO RALEIGH 31,154	15	30	10	UNLIMITED	NONE	...	NONE	...	NONE	...
241 WINSTON-SALEM FORSYTH CO 45,443	15	15	5	UNLIMITED	2	NO	NONE	...	1 CAL YEAR	NONE
OHIO										
242 AKRON 53,991	N.D.	...	15	190	3	NO	3	NO	NONE	...
243 BEREA (9) 17,300	NONE	...	15	200	3	NO	3	NO	1 CAL YEAR	NONE
244 CANTON (5) 19,500	20	20	15	165	2	NO	N.D.	NO	NONE	...
245 CINCINNATI (9) 75,521	22	32	15	210	2	NO	NONE	...	2 SEMESTERS	OTHER
246 CLEVELAND 141,000	NONE	...	15	UNLIMITED	3	NO	3	NO	NONE	...
247 CLEVELAND HTS-UNIVERSITY HTS 12,000	20	20	15	200	3	NO	3	NO	NONE	...
248 COLUMBUS (9) 104,671	15	15	15	170	3	NO	3	NO	1 CAL YEAR	OTHER
249 DAYTON 50,802	N.D.	20	15	200	5	NO	2	NO	1 CAL YEAR	ONE - HALF
250 ELYRIA 14,000	20	NONE	15	150	2	NO	NONE	...	NONE	...
251 HAMILTON 14,000	NONE	...	15	210	2	NO	NONE	...	NONE	...
252 LORAIN 17,029	20	20	15	205	3	NO	3	NO	NONE	...
253 MENTOR 12,334	NONE	...	15	180	5	NO	NONE	...	1 CAL YEAR	ONE - HALF
254 NORTHWEST DIST CINCINNATI 15,000	20	NONE	15	195	3	NO	NONE	...	NONE	...
255 PARMA 25,800	N.D.	...	15	UNLIMITED	3	NO	NONE	...	NONE	...
256 TOLEDO 60,642	20	NONE	15	180	6	NO	3	NO	NONE	...
257 WARREN (40) 13,606	15	NONE	15	UNLIMITED	N.D.	NO	N.D.	NO	NONE	...

SUPERVISORY PERSONNEL, 1973 - 1974

INSURANCE PROVISIONS -- AMOUNT PAID BY BOARD					OTHER FRINGE BENEFITS			
HOSPITALIZATION-SINGLE AND FAMILY COVERAGE	MAJOR MEDICAL/SURG. SINGLE AND FAMILY COVERAGE	DENTAL CARE - SINGLE AND FAMILY COVERAGE	VISION CARE- SINGLE AND FAMILY COVERAGE	GROUP LIFE	SEVERANCE PAY GRANTED	TUITION COSTS PAID	PROFESSIONAL DUES PAID	
12	13	14	15	16	17	18	19	
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	NONE	NO	NO	YES	228
S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S NONE F NONE	NONE	NO	NO	NO	229
S ONE - HALF F ONE - HALF	S ONE - HALF F ONE - HALF	S ONE - HALF F ONE - HALF	S NONE F NONE	NONE	YES	NO	YES	230
S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S NONE F NONE	NONE	YES	YES-UNLIM.	NO	231
S NONE F N.D.	S N.D. F ...	S N.D. F N.D.	S N.D. F N.D.	N.D.	NO	NO	NO	232
S ALL F ALL	S ALL F ALL	S ALL F ALL	S NONE F NONE	ALL	YES	NO	NO	233
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	234
S LESS THAN 1/2 F NONE	S LESS THAN 1/2 F NONE	S NONE F NONE	S NONE F NONE	LESS THAN 1/2	NO	NO	NO	235
S MORE THAN 1/2 F LESS THAN 1/2	S MORE THAN 1/2 F LESS THAN 1/2	S NONE F NONE	S NONE F NONE	NONE	YES	NO	NO	236
S LESS THAN 1/2 F LESS THAN 1/2	S LESS THAN 1/2 F LESS THAN 1/2	S LESS THAN 1/2 F LESS THAN 1/2	S NONE F NONE	NONE	NO	NO	NO	237
S MORE THAN 1/2 F LESS THAN 1/2	S LESS THAN 1/2 F LESS THAN 1/2	S NONE F NONE	S NONE F NONE	NONE	NO	YES-UNLIM.	NO	238
S MORE THAN 1/2 F LESS THAN 1/2	S LESS THAN 1/2 F LESS THAN 1/2	S NONE F NONE	S NONE F NONE	NONE	NO	YES-PART	NO	239
S ONE - HALF F ONE - HALF	S ONE - HALF F ONE - HALF	S NONE F NONE	S NONE F NONE	NONE	NO	YES-PART	NO	240
S ALL F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	LESS THAN 1/2	NO	NO	NO	241
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	242
S ALL F ALL	S ALL F ALL	S ALL F ALL	S ALL F ALL	ALL	NO	NO	NO	243
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	244
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	YES	NO	NO	245
S NONE F N.D.	S NONE F NONE	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	246
S ALL F MORE THAN 1/2	S ALL F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	247
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	248
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	YES	NO	NO	249
S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	250
S ALL F LESS THAN 1/2	S ALL F LESS THAN 1/2	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	251
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	252
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	NO	YES-PART	NO	253
S ALL F MORE THAN 1/2	S ALL F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	254
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	255
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	256
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	257

FRINGE BENEFITS FOR ADMINISTRATIVE AND

SCHOOL SYSTEM AND ENROLLMENT (FOOTNOTE)		LEAVE PROVISIONS: VACATION DAYS	VACATION MAX. ACCUMULATION	SICK DAYS	SICK MAX. ACCUMULATION	EMERG. OR PERSONAL DAYS	EMERG. OR PERSONAL CHARGED TO SICK LEAVE	RELIGIOUS DAYS	RELIGIOUS CHARGED TO SICK LEAVE	SABBATICAL MAX. TIME GRANTED	SABBATICAL PORTION OF SALARY PAID
1		2	3	4	5	6	7	8	9	10	11
OHIO (CONTINUED)											
258 WILLOUGHBY-EASTLAKE (63)	14,480	20	NONE	15	170	3	NO	3	NO	1 CAL YEAR	OTHER
OKLAHOMA											
259 LAWTON	19,016	15	15	10	70	2	NO	NONE	...	NONE	...
260 MIDWEST CITY	19,000	18	NONE	12	84	2	NO	NONE	...	NONE	...
261 OKLAHOMA CITY	57,775	22	22	14	90	2	YES	2	YES	1 CAL YEAR	NONE
262 TULSA	72,860	20	20	10	120	2	NO	NONE	...	NONE	...
OREGON											
263 BEAVERTON	19,550	20	NONE	12	UNLIMITED	5	NO	1	NO	1 CAL YEAR	ONE - HALF
264 EUGENE	20,000	22	NONE	12	UNLIMITED	2	NO	3	NO	1 CAL YEAR	ONE - HALF
265 NORTH CLACKAMUS CO MILWAUKIE	14,122	20	20	12	180	4	NO	NONE	...	NONE	...
266 PORTLAND	68,000	22	22	12	UNLIMITED	3	NO	3	NO	1 CAL YEAR	ONE - HALF
PENNSYLVANIA											
267 ABINGTON	12,150	20	30	10	UNLIMITED	5	NO	NONE	...	2 SEMESTERS	ONE - HALF
268 ALLENTOWN	18,235	22	NONE	10	UNLIMITED	4	YES	4	YES	1 CAL YEAR	ONE - HALF
269 NESHAMINY LANGHORNE	13,626	20	NONE	10	UNLIMITED	6	NO	6	NO	1 CAL YEAR	ONE - HALF
270 PENNSBURY FALLSINGTON	13,897	20	25	12	UNLIMITED	2	NO	NONE	...	1 CAL YEAR	ONE - HALF
271 PHILADELPHIA	290,000	24	NONE	10	UNLIMITED	3	NO	NONE	...	1 CAL YEAR	ONE - HALF
272 READING	14,723	20	NONE	10	UNLIMITED	4	NO	2	NO	2 SEMESTERS	ONE - HALF
273 UPPER DARBY (40)	12,673	15	NONE	12	UNLIMITED	N.D.	NO	NONE	...	1 CAL YEAR	ONE - HALF
RHODE ISLAND											
274 CRANSTON	14,600	25	NONE	10	90	2	NO	2	NO	1 CAL YEAR	ONE - HALF
275 WARWICK	21,000	N.D.	N.D.	N.D.	90	4	NO	3	NO	1 CAL YEAR	ONE - HALF
SOUTH CAROLINA											
276 AIKEN CO	24,324	10	NONE	5	20	N.D.	YES	NONE	...	NONE	...
277 CHARLESTON CO	57,224	18	18	12	90	10	NO	2	NO	1 CAL YEAR	ONE - HALF
278 RICHLAND CO COLUMBIA	35,000	10	10	10	20	3	NO	2	YES	1 CAL YEAR	LESS THAN 1/2
279 DARLINGTON CO	13,326	10	10	10	20	10	YES	NONE	...	NONE	...
280 FLORENCE	14,281	10	NONE	5	UNLIMITED	2	NO	3	NO	N.D.	...
281 GREENVILLE CO (48)	58,000	10	30	5	20	3	YES	NONE	...	1 CAL YEAR	OTHER
282 HOBBY CO CONWAY	19,000	12	18	8	24	N.D.	YES	NONE	...	NONE	...
283 SPARTANBURG CO (40)	12,520	20	NONE	30	N.D.	N.D.	NO	NONE	...	NONE	...

SUPERVISORY PERSONNEL, 1973 - 1974

INSURANCE PROVISIONS -- AMOUNT PAID BY BOARD						OTHER FRINGE BENEFITS			
HOSPITALIZATION-SINGLE AND FAMILY COVERAGE	MAJOR MEDICAL/SURG. SINGLE AND FAMILY COVERAGE	DENTAL CARE - SINGLE AND FAMILY COVERAGE	VISION CARE- SINGLE AND FAMILY COVERAGE	GROUP LIFE	SEVERANCE PAY GRANTED	TUITION COSTS PAID	PROFESSIONAL DUES PAID	
12	13	14	15	16	17	18	19	
S ALL F MORE THAN 1/2	S ALL F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	258
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	259
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	260
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	261
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	ALL	YES	NO	NO	262
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	ALL	NO	YES-PART	NO	263
S NONE F NONE	S ALL F NONE	S ALL F NONE	S NONE F NONE	ALL	NO	NO	YES	264
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	ALL	YES	YES-PART	NO	265
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	ALL	YES	YES-PART	NO	266
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	YES	NO	YES	267
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	YES	YES-PART	YES	268
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	YES	NO	NO	269
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	YES	NO	YES	270
S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	NONE	YES	NO	NO	271
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	272
S ALL F ONE - HALF	S ALL F ONE - HALF	S NONE F NONE	S NONE F NONE	NONE	YES	YES-PART	NO	273
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	274
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	NONE	N.D.	N.D.	N.D.	275
S ALL F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	276
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	277
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	LESS THAN 1/2	YES	NO	NO	278
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	279
S MORE THAN 1/2 F NONE	S MORE THAN 1/2 F NONE	S NONE F NONE	S NONE F NONE	MORE THAN 1/2	YES	NO	YES	280
S LESS THAN 1/2 F LESS THAN 1/2	S LESS THAN 1/2 F LESS THAN 1/2	S NONE F NONE	S NONE F NONE	ALL	NO	YES-PART	NO	281
S NONE F N.D.	S N.D. F ...	S N.D. F N.D.	S N.D. F N.D.	N.D.	NO	NO	NO	282
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	NONE	YES	NO	NO	283

FRINGE BENEFITS FOR ADMINISTRATIVE AND

SCHOOL SYSTEM AND ENROLLMENT (FOOTNOTE)	LEAVE PROVISIONS: VACATION DAYS	VACATION MAX. ACCUMULATION	SICK DAYS	SICK MAX. ACCUMULATION	EMERG. OR PERSONAL DAYS CHARGED TO SICK LEAVE	EMERG. OR PERSONAL CHARGED TO SICK LEAVE	RELIGIOUS DAYS	RELIGIOUS CHARGED TO SICK LEAVE	SABBATICAL MAX. TIME GRANTED	SABBATICAL PORTION OF SALARY PAID
1	2	3	4	5	6	7	8	9	10	11
SOUTH DAKOTA										
284 RAPID CITY 13,735	20	20	12	90	2	NO	NONE	...	NONE	...
285 SIOUX FALLS 18,203	20	20	15	175	2	NO	N.D.	YES	1 CAL YEAR	ONE - HALF
TENNESSEE										
286 KNOX CO (EXCL KNOXVILLE) 23,950	11	NONE	10	120	2	NO	NONE	...	1 CAL YEAR	NONE
287 MEMPHIS 129,523	5	20	N.D.	...	3	NO	5	NO	1 CAL YEAR	ONE - HALF
288 NASHVILLE 86,000	20	40	12	UNLIMITED	5	NO	2	NO	1 CAL YEAR	MORE THAN 1/2
289 SHELBY CO (EXCL MEMPHIS) 21,000	12	20	12	120	2	NO	NONE	...	NONE	...
TEXAS										
290 ABILENE 19,194	10	...	12	50	2	NO	NONE	...	NONE	...
291 ALDINE 29,777	20	20	14	60	NONE	...	NONE	...	1 CAL YEAR	NONE
292 ARLINGTON 213,500	10	NONE	10	50	2	YES	NONE	...	NONE	...
293 BROWNSVILLE 19,595	10	20	5	20	2	NO	2	NO	NONE	...
294 CORPUS CHRISTI 43,489	10	10	12	12	2	NO	NONE	...	NONE	...
295 DALLAS 156,200	N.D.	N.D.	N.D.	N.D.	N.D.	N.D	2	YES	1 SEMESTER	ONE - HALF
296 EL PASO 62,500	20	NONE	13	UNLIMITED	3	YES	3	YES	NONE	...
297 FORT WORTH (9) 79,000	15	NONE	12	UNLIMITED	5	NO	3	NO	1 CAL YEAR	...
298 GARLAND 25,250	10	NONE	12	48	2	YES	NONE	...	NONE	...
299 HOUSTON 224,000	10	20	18	UNLIMITED	2	YES	NONE	...	1 CAL YEAR	ONE - HALF
300 IRVING 25,517	10	10	11	UNLIMITED	1	NO	NONE	...	NONE	...
301 MC ALLEN 13,500	N.D.	...	10	UNLIMITED	2	YES	NONE	...	1 CAL YEAR	NONE
302 PASADENA 36,066	20	20	12	132	2	YES	1	YES	1 CAL YEAR	NONE
303 PORT ARTHUR (51) 14,000	25	25	20	150	3	NO	NONE	...	OTHER	ALL
304 SAN ANTONIO 69,619	15	NONE	12	UNLIMITED	3	YES	3	YES	NONE	...
305 SOUTH PARK 12,100	20	NONE	10	175	N.D.	...	NONE	...	1 CAL YEAR	NONE
306 TYLER 15,600	10	NONE	12	60	NONE	...	NONE	...	NONE	...
UTAH										
307 ALPINE AMERICAN FORK 19,000	20	20	10	180	2	NO	NONE	...	1 CAL YEAR	ONE - HALF
308 DAVIS CO FARMINGTON 34,573	15	15	10	180	N.D.	YES	NONE	...	1 CAL YEAR	ONE - HALF
309 GRANITE DIST SALT LAKE 62,170	20	N.D.	10	180	N.D.	NO	NONE	...	1 CAL YEAR	ONE - HALF
310 JORDAN DIST SANDY 29,851	10	15	10	180	2	NO	NONE	...	1 CAL YEAR	ONE - HALF
311 SALT LAKE CITY 31,131	15	N.D.	13	180	2	NO	NONE	...	2 SEMESTERS	ONE - HALF

SUPERVISORY PERSONNEL, 1973 - 1974

INSURANCE PROVISIONS -- AMOUNT PAID BY BOARD					OTHER FRINGE BENEFITS			
HOSPITALIZATION-SINGLE AND FAMILY COVERAGE	MAJOR MEDICAL/SURG. SINGLE AND FAMILY COVERAGE	DENTAL CARE - SINGLE AND FAMILY COVERAGE	VISION CARE- SINGLE AND FAMILY COVERAGE	GROUP LIFE	SEVERANCE PAY GRANTED	TUITION COSTS PAID	PROFESSIONAL DUES PAID	
12	13	14	15	16	17	18	19	
S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	NONE	YES	NO	NO	284
S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	MORE THAN 1/2	NO	NO	NO	285
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	286
S ONE - HALF F ONE - HALF	S ONE - HALF F ONE - HALF	S NONE F NONE	S NONE F NONE	ONE - HALF	NO	NO	NO	287
S ONE - HALF F ONE - HALF	S NONE F NONE	S NONE F NONE	S NONE F NONE	ONE - HALF	YES	NO	NO	288
S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	MORE THAN 1/2	NO	YES-PART	NO	289
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	290
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	YES	NO	NO	291
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	292
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	293
S LESS THAN 1/2 F NONE	S LESS THAN 1/2 F NONE	S NONE F NONE	S NONE F NONE	NONE	YES	NO	NO	294
S ONE - HALF F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	295
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	YES	NO	NO	296
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	297
S LESS THAN 1/2 F LESS THAN 1/2	S LESS THAN 1/2 F LESS THAN 1/2	S NONE F NONE	S NONE F NONE	NONE	YES	NO	NO	298
S LESS THAN 1/2 F NONE	S LESS THAN 1/2 F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	LESS THAN 1/2	YES	NO	NO	299
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	300
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	301
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	ALL	YES	NO	NO	302
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	303
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	YES-UNLIM.	NO	304
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	YES	NO	NO	305
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	YES-PART	NO	306
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	NONE	NO	NO	YES	307
S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	MORE THAN 1/2	NO	NO	NO	308
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	YES	NO	NO	309
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	NONE	NO	NO	YES	310
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	YES	NO	NO	311

FRINGE BENEFITS FOR ADMINISTRATIVE AND

SCHOOL SYSTEM AND ENROLLMENT (FOOTNOTE)	LEAVE PROVISIONS: VACATION DAYS	VACATION MAX. ACCUMULATION	SICK DAYS	SICK MAX. ACCUMULATION	EMERG. OR PERSONAL DAYS	EMERG. OR PERSONAL CHARGED TO SICK LEAVE	RELIGIOUS DAYS	RELIGIOUS CHARGED TO SICK LEAVE	SABBATICAL MAX. TIME GRANTED	SABBATICAL PORTION OF SALARY PAID
1	2	3	4	5	6	7	8	9	10	11
VIRGINIA										
312 ALEXANDRIA 16,000	18	45	15	UNLIMITED	3	NO	N.D.	...	1 CAL YEAR	MORE THAN 1/2
313 ARLINGTON 22,061	14	40	12	UNLIMITED	N.D.	YES	NONE	...	1 CAL YEAR	ALL
314 CHESAPEAKE CITY 27,200	18	36	12	120	3	NO	3	YES	1 CAL YEAR	ONE - HALF
315 CHESTERFIELD CO 24,139	12	37	12	120	3	YES	NONE	...	NONE	...
316 FAIRFAX CO 136,732	24	40	13	UNLIMITED	3	YES	NONE	...	1 CAL YEAR	ONE - HALF
317 HAMPTON 32,000	15	32	12	180	3	NO	NONE	...	NONE	...
318 HENRICO CO 34,644	10	20	13	120	2	NO	2	NO	1 CAL YEAR	ONE - HALF
319 NEWPORT NEWS 30,440	18	38	12	132	3	YES	N.D.	YES	NONE	...
320 NORFOLK (28) 50,342	15	30	18	N.D.	3	NO	NONE	...	2 SEMESTERS	ONE - HALF
321 PORTSMOUTH (29) 24,110	10	30	10	120	2	NO	2	NO	1 CAL YEAR	MORE THAN 1/2
322 RICHMOND (30) 42,563	2	36	12	UNLIMITED	NONE	...	NONE	...	OTHER	OTHER
323 ROANOKE 18,719	14	30	12	180	3	NO	NONE	...	1 CAL YEAR	ONE - HALF
324 VIRGINIA BEACH 52,000	18	36	10	110	NONE	...	3	NO	1 CAL YEAR	ONE - HALF
WASHINGTON										
325 BELLEVUE 22,551	20	40	13	180	3	NO	1	NO	1 CAL YEAR	MORE THAN 1/2
326 CLOVER PARK 13,800	15	15	12	180	6	NO	NONE	...	NONE	...
327 EDMONDS 15 LYNNWOOD 26,200	NONE	...	10	180	2	NO	NONE	...	1 CAL YEAR	ONE - HALF
328 HIGHLINE (33) 27,700	20	20	12	180	N.D.	YES	N.D.	NO	1 CAL YEAR	MORE THAN 1/2
329 KENT (34) 14,000	NONE	...	10	180	3	NO	NONE	...	NONE	. .
330 RENTON (32) 15,304	20	20	20	180	2	NO	NONE	...	NONE	...
331 SEATTLE (32) 70,716	NONE	...	11	180	2	NO	N.D.	NO	1 CAL YEAR	ONE - HALF
332 SHORELINE 14,200	22	NONE	18	180	4	NO	NONE	...	NONE	...
333 SPOKANE (32) 32,000	NONE	...	12	180	2	YES	NONE	...	1 CAL YEAR	ONE - HALF
334 YAKIMA (38) 12,500	NONE	...	10	180	7	NO	NONE	...	1 CAL YEAR	OTHER
WEST VIRGINIA										
335 CABELL CO HUNTINGTON 22,129	10	20	15	60	3	YES	NONE	...	NONE	...
336 MARION CO FAIRMONT 12,400	NONE	...	15	60	3	YES	NONE	...	NONE	...
337 MERCER CO PRINCETON 14,250	10	10	18	60	N.D.	YES	NONE	...	NONE	...
WISCONSIN										
338 APPLETON 14,300	20	20	12	125	N.D.	NO	N.D.	NO	2 SEMESTERS	LESS THAN 1/2
339 GREEN BAY 22,389	23	23	12	120	2	NO	NONE	...	2 SEMESTERS	ONE - HALF
340 JANESVILLE 13,591	NONE	...	13	172	6	YES	NONE	...	1 CAL YEAR	ONE - HALF

SUPERVISORY PERSONNEL, 1973 - 1974

INSURANCE PROVISIONS -- AMOUNT PAID BY BOARD					OTHER FRINGE BENEFITS			
HOSPITALIZATION-SINGLE AND FAMILY COVERAGE	MAJOR MEDICAL/SURG. SINGLE AND FAMILY COVERAGE	DENTAL CARE - SINGLE AND FAMILY COVERAGE	VISION CARE- SINGLE AND FAMILY COVERAGE	GROUP LIFE	SEVERANCE PAY GRANTED	TUITION COSTS PAID	PROFESSIONAL DUES PAID	
12	13	14	15	16	17	18	19	
S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	NONE	YES	NO	NO	312
S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S NONE F NONE	LESS THAN 1/2	YES	YES-PART	NO	313
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	ALL	YES	YES-PART	NO	314
S LESS THAN 1/2 F LESS THAN 1/2	S LESS THAN 1/2 F LESS THAN 1/2	S NONE F NONE	S NONE F NONE	NONE	YES	NO	NO	315
S ALL F MORE THAN 1/2	S ALL F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	ONE - HALF	YES	YES-PART	YES	316
S ONE - HALF F LESS THAN 1/2	S LESS THAN 1/2 F LESS THAN 1/2	S NONE F NONE	S NONE F NONE	LESS THAN 1/2	YES	NO	NO	317
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	YES-PART	NO	318
S MORE THAN 1/2 F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	MORE THAN 1/2	YES	YES-PART	NO	319
S ... F ...	S ... F ...	S ... F ...	S ... F ...	...	N.D.	NO	NO	320
S ... F ...	S ... F ...	S ... F ...	S ... F ...	...	NO	NO	NO	321
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	322
S ONE - HALF F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	YES	NO	NO	323
S ALL F MORE THAN 1/2	S ALL F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	324
S ALL F ONE - HALF	S MORE THAN 1/2 F MORE THAN 1/2	S ONE - HALF F ONE - HALF	S LESS THAN 1/2 F NONE	ALL	NO	NO	NO	325
S ALL F LESS THAN 1/2	S ALL F LESS THAN 1/2	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	326
S ALL F MORE THAN 1/2	S ALL F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	327
S ... F ...	S ... F ...	S ... F ...	S ... F ...	...	NO	NO	NO	328
S ... F ...	S ... F ...	S ... F ...	S ... F ...	...	NO	NO	NO	329
S ... F ...	S ... F ...	S ... F ...	S ... F ...	...	NO	NO	NO	330
S ... F ...	S ... F ...	S ... F ...	S ... F ...	...	NO	NO	NO	331
S ALL F MORE THAN 1/2	S ALL F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	332
S ... F ...	S ... F ...	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	333
S ... F ...	S ... F ...	S ... F ...	S ... F ...	...	NO	NO	NO	334
S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	MORE THAN 1/2	NO	NO	NO	335
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	336
S NONE F N.D.	S N.D. F ...	S N.D. F N.D.	S N.D. F N.D.	N.D.	NO	NO	NO	337
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	NO	YES-PART	YES	338
S ALL F MORE THAN 1/2	S ALL F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	339
S ALL F ALL	S NONE F NONE	S NONE F NONE	S NONE F NONE	LESS THAN 1/2	YES	NO	YES	340

FRINGE BENEFITS FOR ADMINISTRATIVE AND

SCHOOL SYSTEM AND ENROLLMENT (FOOTNOTE)	VACATION DAYS	VACATION MAX. ACCUMULATION	SICK LEAVE DAYS	SICK LEAVE MAX. ACCUMULATION	EMERG. OR PERSONAL DAYS	EMERG. OR PERSONAL CHARGED TO SICK LEAVE	RELIGIOUS DAYS	RELIGIOUS CHARGED TO SICK LEAVE	SABBATICAL MAX. TIME GRANTED	SABBATICAL PORTION OF SALARY PAID
1	2	3	4	5	6	7	8	9	10	11
WISCONSIN (CONTINUED)										
341 MADISON 32,500	20	20	10	180	NONE	...	NONE	...	2 SEMESTERS	ONE - HALF
342 MILWAUKEE 12,700	20	25	15	132	3	YES	NONE	...	1 CAL YEAR	ONE - HALF
343 RACINE 31,294	20	NONE	12	245	5	NO	NONE	...	NONE	...
WYOMING										
344 CASPER 13,500	30	NONE	10	90	2	NO	NONE	...	NONE	...
345 CHEYENNE 14,061	15	NONE	10	UNLIMITED	2	NO	NONE	...	2 SEMESTERS	MORE THAN 1/2
ENROLLMENT 3,000 TO 11,999										
ALABAMA										
346 CLARKE CO GROVE HILL 4,758	10	NONE	9	90	2	NO	NONE	...	NONE	...
347 DECATUR 9,295	10	10	12	90	3	NO	NONE	...	1 CAL YEAR	NONE
348 FLORENCE (3) 7,200	20	20	12	90	2	NO	NONE	...	NONE	...
349 LEE CO OPELIKA 4,800	5	5	12	90	2	NO	NONE	...	NONE	...
350 MADISON CO EXCL HUNTSVILLE 10,674	10	NONE	12	90	5	YES	2	NO	NONE	...
351 MOUNTAIN BROOK 4,377	10	NONE	12	90	NONE	...	NONE	...	NONE	...
352 PICKENS CO CARROLLTON 5,146	15	15	12	90	3	NO	NONE	...	NONE	...
353 TALADEGA CO 9,200	12	15	12	90	NONE	...	NONE	...	NONE	...
ALASKA										
354 FAIRBANKS 8,442	22	44	12	UNLIMITED	3	NO	NONE	...	1 CAL YEAR	ONE - HALF
ARIZONA										
355 MADISON 38 (ELEM) 6,148	20	40	11	UNLIMITED	2	YES	NONE	...	NONE	...
356 OSBORN (ELEM) 3,400	30	30	10	176	2	YES	N.D.	YES	NONE	...
357 ROOSEVELT 66 (ELEM) 11,400	20	20	12	UNLIMITED	2	NO	2	NO	1 CAL YEAR	NONE
ARKANSAS										
358 WEST MEMPHIS 7,045	10	NONE	6	30	6	YES	NONE	...	NONE	...
CALIFORNIA										
359 ALAMEDA 11,818	N.D.	UNLIMITED	12	UNLIMITED	2	NO	2	NO	1 CAL YEAR	ONE - HALF
360 BALDWIN PARK 11,916	22	22	12	UNLIMITED	6	YES	6	YES	NONE	...
361 ACALANES (H S) 7,000	20	NONE	10	UNLIMITED	2	NO	2	NO	2 SEMESTERS	ONE - HALF
362 ALVORD 8,900	14	NONE	12	UNLIMITED	6	YES	6	YES	NONE	...
363 ANTELOPE VALLEY H S LANCASTER 8,513	33	NONE	12	UNLIMITED	6	YES	3	YES	1 CAL YEAR	MORE THAN 1/2
364 ARCADIA 10,171	22	N.D.	12	UNLIMITED	6	YES	1	YES	1 CAL YEAR	ONE - HALF
365 BASSETT 10,862	22	44	12	UNLIMITED	6	YES	6	YES	1 CAL YEAR	ONE - HALF
366 BEVERLY HILLS 5,900	22	22	12	UNLIMITED	3	NO	NONE	...	1 SEMESTER	ONE - HALF

SUPERVISORY PERSONNEL, 1973 - 1974

INSURANCE PROVISIONS -- AMOUNT PAID BY BOARD						OTHER FRINGE BENEFITS			
HOSPITALIZATION-SINGLE AND FAMILY COVERAGE	MAJOR MEDICAL/SURG. SINGLE AND FAMILY COVERAGE	DENTAL CARE - SINGLE AND FAMILY COVERAGE	VISION CARE- SINGLE AND FAMILY COVERAGE	GROUP LIFE	SEVERANCE PAY GRANTED	TUITION COSTS PAID	PROFESSIONAL DUES PAID	
12	13	14	15	16	17	18	19	
S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	MORE THAN 1/2	YES	YES-PART	YES	341
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	MORE THAN 1/2	NO	YES-UNLIM.	NO	342
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	LESS THAN 1/2	NO	NO	NO	343
S LESS THAN 1/2 F LESS THAN 1/2	S LESS THAN 1/2 F LESS THAN 1/2	S NONE F NONE	S NONE F NONE	LESS THAN 1/2	NO	NO	NO	344
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	NONE	YES	NO	NO	345
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	346
S MORE THAN 1/2 F LESS THAN 1/2	S MORE THAN 1/2 F LESS THAN 1/2	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	347
S ... F ...	S ... F ...	S ... F ...	S ... F ...	...	NO	NO	NO	348
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	349
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	YES-UNLIM.	NO	350
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	351
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	352
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	353
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	354
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	355
S ALL F N.D.	S ALL F ...	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	356
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	NONE	YES	NO	NO	357
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	YES	358
S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F NONE	S NONE F NONE	MORE THAN 1/2	NO	YES-UNLIM.	NO	359
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	360
S ALL F ALL	S ALL F ALL	S ALL F ALL	S NONE F NONE	NONE	NO	NO	NO	361
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	362
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	N.D.	NO	NO	NO	363
S ALL F NONE	S ALL F NONE	S ALL F NONE	S NONE F NONE	N.D.	NO	NO	NO	364
S ALL F NONE	S ALL F NONE	S ALL F NONE	S NONE F NONE	ALL	YES	NO	NO	365
S ALL F NONE	S ALL F NONE	S ALL F NONE	S NONE F NONE	NONE	NO	NO	YES	366

FRINGE BENEFITS FOR ADMINISTRATIVE AND

	SCHOOL SYSTEM AND ENROLLMENT (FOOTNOTE)	LEAVE PROVISIONS: VACATION DAYS	VACATION MAX. ACCUMULATION	SICK DAYS	SICK MAX. ACCUMULATION	EMERG. OR PERSONAL DAYS	EMERG. OR PERSONAL CHARGED TO SICK LEAVE	RELIGIOUS DAYS	RELIGIOUS CHARGED TO SICK LEAVE	SABBATICAL MAX. TIME GRANTED	SABBATICAL PORTION OF SALARY PAID
	1	2	3	4	5	6	7	8	9	10	11
	CALIFORNIA (CONTINUED)										
367	BONITA 7,760	22	11	12	UNLIMITED	6	YES	NONE	...	NONE	...
368	CHAFFEY (H S) 11,787	22	22	12	UNLIMITED	6	YES	NONE	...	1 CAL YEAR	ONE - HALF
369	CLOVIS (9) 9,336	37	NONE	12	UNLIMITED	6	YES	NONE	...	1 CAL YEAR	OTHER
370	COLTON 11,130	20	40	12	UNLIMITED	6	YES	6	YES	2 SEMESTERS	ONE - HALF
371	CULVER CITY 6,461	22	10	12	UNLIMITED	6	YES	6	YES	1 CAL YEAR	ONE - HALF
372	CYPRESS (ELEM) 6,900	22	44	10	UNLIMITED	3	YES	3	YES	NONE	...
373	EAST WHITTIER (ELEM) 9,300	28	N.D.	12	UNLIMITED	6	YES	6	YES	1 CAL YEAR	ONE - HALF
374	EL CENTRO (ELEM) 3,800	22	N.D.	10	UNLIMITED	6	YES	6	YES	2 SEMESTERS	ONE - HALF
375	EL MONTE (ELEM) 9,500	20	N.D.	10	UNLIMITED	6	YES	NONE	...	1 CAL YEAR	ONE - HALF
376	GOLETA (ELEM) 6,894	N.D.	N.D.	12	UNLIMITED	6	YES	6	YES	1 CAL YEAR	ONE - HALF
377	JEFFERSON DALY CITY (H S) 8,000	20	40	12	UNLIMITED	6	YES	2	NO	1 CAL YEAR	ONE - HALF
378	LA CANADA 4,932	22	22	12	UNLIMITED	6	YES	NONE	...	1 CAL YEAR	ONE - HALF
379	LANCASTER (ELEM) 7,002	22	44	12	UNLIMITED	6	YES	6	YES	NONE	...
380	LYNWOOD 10,000	22	22	12	UNLIMITED	6	YES	2	...	1 CAL YEAR	ALL
381	MADERA 7,691	55	NONE	12	UNLIMITED	6	YES	NONE	...	2 SEMESTERS	ONE - HALF
382	MANHATTAN BEACH (ELEM) 4,825	22	33	12	UNLIMITED	6	YES	N.D.	NO	1 SEMESTER	ONE - HALF
383	MILL VALLEY (ELEM) 3,300	35	35	12	UNLIMITED	6	YES	N.D.	...	NONE	...
384	MILLBRAE (ELEM) (16) 3,117	22	10	12	UNLIMITED	6	YES	2	NO	1 SEMESTER	ALL
385	MOUNTAIN VIEW (ELEM) 3,190	22	NONE	12	UNLIMITED	6	YES	NONE	...	1 CAL YEAR	ONE - HALF
386	OCEANSIDE 11,000	25	50	12	UNLIMITED	6	YES	N.D.	NO	2 SEMESTERS	ONE - HALF
387	PALM SPRINGS 6,825	22	33	12	UNLIMITED	6	YES	6	YES	1 CAL YEAR	ONE - HALF
388	PALO VERDE 4,000	22	44	12	UNLIMITED	3	YES	NONE	...	1 CAL YEAR	ONE - HALF
389	PORTERVILLE (ELEM) 4,406	20	N.D.	12	UNLIMITED	6	YES	NONE	...	1 CAL YEAR	LESS THAN 1/2
390	PITTSBURG 6,040	20	NONE	12	UNLIMITED	6	YES	1	YES	2 SEMESTERS	ONE - HALF
391	REDLANDS 11,179	22	22	12	UNLIMITED	6	YES	N.D.	NO	1 CAL YEAR	ONE - HALF
392	REDWOOD CITY (ELEM) 9,040	N.D.	N.D.	12	UNLIMITED	6	YES	3	NO	1 CAL YEAR	MORE THAN 1/2
393	RIO LINDA (ELEM) 8,917	24	48	12	UNLIMITED	6	YES	NONE	...	2 SEMESTERS	ONE - HALF
394	SAN LEANDRO (22) 8,701	20	N.D.	12	UNLIMITED	6	YES	2	NO	1 CAL YEAR	ONE - HALF
395	SAN MATEO (H S) 11,643	20	NONE	12	UNLIMITED	6	YES	1	NO	1 CAL YEAR	ONE - HALF
396	SAN RAFAEL 8,411	20	N.D.	12	UNLIMITED	NONE	...	NONE	...	NONE	...
397	SAUGUS (ELEM) 4,500	22	22	10	UNLIMITED	6	YES	6	YES	1 CAL YEAR	ONE - HALF

SUPERVISORY PERSONNEL, 1973 - 1974

	INSURANCE PROVISIONS -- AMOUNT PAID BY BOARD					OTHER FRINGE BENEFITS			
	HOSPITALIZATION- SINGLE AND FAMILY COVERAGE	MAJOR MEDICAL/SURG. SINGLE AND FAMILY COVERAGE	DENTAL CARE - SINGLE AND FAMILY COVERAGE	VISION CARE- SINGLE AND FAMILY COVERAGE	GROUP LIFE	SEVERANCE PAY GRANTED	TUITION COSTS PAID	PROFESSIONAL DUES PAID	
	12	13	14	15	16	17	18	19	
S	NONE	S N.D.	S N.D.	S N.D.	N.D.	NO	NO	NO	367
F	N.D.	F ...	F N.D.	F N.D.					
S	ALL	S ALL	S NONE	S NONE	NONE	NO	NO	NO	368
F	ALL	F ALL	F NONE	F NONE					
S	ALL	S ALL	S ALL	S NONE	NONE	NO	NO	NO	369
F	ALL	F ALL	F NONE	F NONE					
S	ALL	S N.D.	S ALL	S NONE	NONE	NO	NO	NO	370
F	NONE	F ...	F NONE	F NONE					
S	ALL	S ALL	S ALL	S NONE	ALL	NO	NO	NO	371
F	ALL	F ALL	F ALL	F NONE					
S	ALL	S ALL	S ALL	S NONE	ALL	NO	NO	NO	372
F	NONE	F NONE	F NONE	F NONE					
S	ALL	S ALL	S NONE	S NONE	NONE	NO	NO	NO	373
F	NONE	F NONE	F NONE	F NONE					
S	ALL	S ALL	S NONE	S NONE	NONE	NO	NO	NO	374
F	NONE	F NONE	F NONE	F NONE					
S	ALL	S ALL	S ALL	S NONE	NONE	NO	NO	NO	375
F	NONE	F NONE	F NONE	F NONE					
S	ALL	S ALL	S ALL	S NONE	NONE	NO	NO	NO	376
F	ALL	F ALL	F ALL	F NONE					
S	ALL	S ALL	S ALL	S NONE	ALL	NO	NO	NO	377
F	ALL	F ALL	F ALL	F NONE					
S	MORE THAN 1/2	S MORE THAN 1/2	S NONE	S NONE	NONE	NO	NO	NO	378
F	MORE THAN 1/2	F MORE THAN 1/2	F NONE	F NONE					
S	MORE THAN 1/2	S MORE THAN 1/2	S ...	S NONE	NONE	NO	NO	NO	379
F	MORE THAN 1/2	F MORE THAN 1/2	F ALL	F NONE					
S	ALL	S ALL	S MORE THAN 1/2	S NONE	ALL	NO	NO	NO	380
F	LESS THAN 1/2	F LESS THAN 1/2	F NONE	F NONE					
S	ALL	S ALL	S ALL	S NONE	NONE	...	NO	NO	381
F	NONE	F NONE	F NONE	F NONE					
S	ALL	S ALL	S ALL	S NONE	ALL	NO	NO	NO	382
F	ALL	F ALL	F ALL	F NONE					
S	ALL	S ALL	S ALL	S NONE	NONE	NO	NO	NO	383
F	ALL	F ALL	F ALL	F NONE					
S	...	S ...	S ...	S ...	...	YES	NO	NO	384
F	...	F ...	F ...	F ...					
S	ALL	S ALL	S ALL	S NONE	NONE	NO	NO	NO	385
F	ALL	F ALL	F NONE	F NONE					
S	MORE THAN 1/2	S MORE THAN 1/2	S NONE	S NONE	NONE	NO	NO	NO	386
F	MORE THAN 1/2	F MORE THAN 1/2	F NONE	F NONE					
S	ALL	S ALL	S ALL	S NONE	ALL	NO	NO	NO	387
F	NONE	F NONE	F NONE	F NONE					
S	NONE	S ALL	S ALL	S NONE	NONE	NO	NO	NO	388
F	NONE	F NONE	F NONE	F NONE					
S	MORE THAN 1/2	S MORE THAN 1/2	S NONE	S NONE	NONE	NO	NO	NO	389
F	MORE THAN 1/2	F MORE THAN 1/2	F NONE	F NONE					
S	ALL	S ALL	S ALL	S NONE	NONE	NO	NO	YES	390
F	ALL	F ALL	F ALL	F NONE					
S	ALL	S ALL	S ALL	S ALL	ALL	NO	NO	NO	391
F	ALL	F ALL	F NONE	F NONE					
S	ALL	S ALL	S ALL	S NONE	NONE	NO	NO	NO	392
F	NONE	F NONE	F NONE	F NONE					
S	ALL	S ALL	S ALL	S NONE	NONE	NO	NO	NO	393
F	NONE	F NONE	F NONE	F NONE					
S	...	S ...	S ...	S ...	...	NO	NO	NO	394
F	...	F ...	F ...	F ...					
S	ALL	S ALL	S ALL	S NONE	NONE	NO	NO	NO	395
F	ALL	F ALL	F ALL	F NONE					
S	ALL	S ALL	S ALL	S NONE	NONE	NO	NO	NO	396
F	ALL	F ALL	F ALL	F NONE					
S	ALL	S ALL	S ALL	S NONE	NONE	NO	NO	NO	397
F	ALL	F ALL	F ALL	F NONE					

FRINGE BENEFITS FOR ADMINISTRATIVE AND

	SCHOOL SYSTEM AND ENROLLMENT (FOOTNOTE)	LEAVE PROVISIONS: VACATION DAYS	VACATION MAX. ACCUMULATION	SICK DAYS	SICK MAX. ACCUMULATION	EMERG. OR PERSONAL DAYS	EMERG. OR PERSONAL CHARGED TO SICK LEAVE	RELIGIOUS DAYS	RELIGIOUS CHARGED TO SICK LEAVE	SABBATICAL MAX. TIME GRANTED	SABBATICAL PORTION OF SALARY PAID
	1	2	3	4	5	6	7	8	9	10	11
	CALIFORNIA (CONTINUED)										
398	SEQUOIA REDWOOD CITY (H S) 11,202	33	UNLIMITED	12	UNLIMITED	6	YES	2	NO	1 CAL YEAR	MORE THAN 1/2
399	SOUTH BAY HERMOSA BEACH H S 6,800	25	NONE	10	UNLIMITED	6	YES	6	YES	2 SEMESTERS	ONE - HALF
400	SUNNYVALE (ELEM) 9,650	20	NONE	12	UNLIMITED	6	YES	NONE	...	1 CAL YEAR	ONE - HALF
401	VACAVILLE 6,500	20	20	12	UNLIMITED	6	YES	N.D.	NO	NONE	...
402	VALLEY OAKS (ELEM) 7,184	22	N.D.	12	UNLIMITED	6	YES	6	YES	NONE	...
403	WALNUT CREEK (ELEM) 3,536	22	UNLIMITED	10	UNLIMITED	6	YES	NONE	...	1 CAL YEAR	ONE - HALF
	COLORADO										
404	ENGLEWOOD 5,164	20	NONE	12	UNLIMITED	NONE	...	NONE	...	1 CAL YEAR	MORE THAN 1/2
405	GREELEY 11,000	15	N.D.	10	UNLIMITED	N.D.	NO	NONE	...	NONE	...
406	MONTROSE 4,250	N.D.	N.D.	12	45	2	NO	NONE	...	NONE	...
407	WIDEFIELD SECURITY 8,106	15	15	10	180	2	N.D	NONE	...	1 CAL YEAR	OTHER
	CONNECTICUT										
408	DARIEN 4,997	42	N.D.	N.D.	UNLIMITED	5	NO	3	NO	1 CAL YEAR	MORE THAN 1/2
409	EAST HAVEN 6,200	20	N.D.	15	150	N.D.	NO	N.D.	NO	1 CAL YEAR	ONE - HALF
410	GLASTONBURY 5,850	35	N.D.	15	180	5	NO	3	NO	1 CAL YEAR	MORE THAN 1/2
411	LEDYARD 4,065	20	20	15	150	5	NO	5	NO	1 CAL YEAR	ONE - HALF
412	NEWINGTON 6,750	20	NONE	20	UNLIMITED	5	NO	NONE	...	1 CAL YEAR	MORE THAN 1/2
413	STRATFORD 9,754	20	30	18	150	2	NO	2	NO	1 CAL YEAR	ALL
	DELAWARE										
414	A I DUPONT WILMINGTON (14) 11,340	22	NONE	12	120	3	YES	3	YES	1 CAL YEAR	OTHER
415	INDIAN RIVER FRANKFORD (15) 6,800	18	23	12	120	5	NO	N.D.	YES	1 CAL YEAR	OTHER
	FLORIDA										
416	CITRUS CO INVERNESS 6,069	10	30	10	120	2	YES	NONE	...	NONE	...
417	COLLIER CO NAPLES 11,000	12	22	10	120	2	YES	2	YES	1 CAL YEAR	ONE - HALF
418	INDIAN RIVER CO VERO BEACH 9,200	18	30	10	120	2	YES	2	YES	1 CAL YEAR	ONE - HALF
419	MARTIN CO STUART 7,200	12	50	10	120	2	YES	N.D.	NO	1 CAL YEAR	ONE - HALF
420	NASSAU CO FERNANDINA BEACH 7,129	18	NONE	12	120	2	YES	2	YES	1 CAL YEAR	ONE - HALF
421	PUTNAM CO PALATKA 10,500	12	18	10	120	2	YES	2	YES	NONE	...
422	TAYLOR CO BUTLER 3,800	12	30	10	120	2	YES	NONE	...	NONE	...
	GEORGIA										
423	CHEROKEE CO CANTON 8,289	10	N.D.	11	40	3	YES	N.D.	...	NONE	...
424	COWETA NEWNAN 9,200	10	5	11	30	3	YES	3	YES	NONE	...
425	GRIFFIN-SPALDING CO 9,250	10	NONE	11	30	3	YES	NONE	...	NONE	...

SUPERVISORY PERSONNEL, 1973 - 1974

INSURANCE PROVISIONS -- AMOUNT PAID BY BOARD					OTHER FRINGE BENEFITS			
HOSPITALIZATION-SINGLE AND FAMILY COVERAGE	MAJOR MEDICAL/SURG. SINGLE AND FAMILY COVERAGE	DENTAL CARE - SINGLE AND FAMILY COVERAGE	VISION CARE-SINGLE AND FAMILY COVERAGE	GROUP LIFE	SEVERANCE PAY GRANTED	TUITION COSTS PAID	PROFESSIONAL DUES PAID	
12	13	14	15	16	17	18	19	
S ALL F ALL	S ALL F ALL	S ALL F ALL	S NONE F NONE	NONE	NO	NO	NO	398
S ALL F ALL	S ALL F ALL	S ALL F ALL	S ALL F ALL	ALL	NO	NO	NO	399
S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S ALL F NONE	S MORE THAN 1/2 F MORE THAN 1/2	MORE THAN 1/2	NO	NO	NO	400
S NONE F NONE	S MORE THAN 1/2 F MORE THAN 1/2	S ALL F NONE	S NONE F NONE	NONE	NO	NO	NO	401
S ALL F ALL	S ALL F ALL	S ALL F ALL	S ALL F ALL	ALL	NO	YES-UNLIM.	NO	402
S ALL F ALL	S ALL F ALL	S ALL F ALL	S NONE F NONE	NONE	NO	NO	NO	403
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	ONE - HALF	YES	NO	YES	404
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	405
S LESS THAN 1/2 F NONE	S LESS THAN 1/2 F NONE	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	406
S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	LESS THAN 1/2	NO	NO	NO	407
S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S NONE F NONE	ALL	NO	NO	YES	408
S ALL F ALL	S ALL F ALL	S MORE THAN 1/2 F ALL	S NONE F NONE	ALL	NO	NO	YES	409
S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	MORE THAN 1/2	NO	YES-PART	YES	410
S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	ALL	NO	YES-PART	YES	411
S ALL F ALL	S ALL F ALL	S ALL F ALL	S ALL F ALL	ALL	YES	YES-UNLIM.	YES	412
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	YES	YES-PART	NO	413
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	ALL	YES	YES-PART	YES	414
S ALL F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	ALL	YES	NO	NO	415
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	YES	NO	NO	416
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	NONE	YES	YES-PART	NO	417
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	ALL	YES	NO	NO	418
S ALL F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	ALL	YES	NO	NO	419
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	YES	NO	NO	420
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	ALL	N.D.	NO	NO	421
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	YES	NO	NO	422
S ONE - HALF F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	423
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	424
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	YES	NO	NO	425

FRINGE BENEFITS FOR ADMINISTRATIVE AND

SCHOOL SYSTEM AND ENROLLMENT (FOOTNOTE)	LEAVE PROVISIONS: VACATION DAYS	VACATION MAX. ACCUMULATION	SICK DAYS	SICK MAX. ACCUMULATION	EMERG. OR PERSONAL DAYS	EMERG. OR PERSONAL CHARGED TO SICK LEAVE	RELIGIOUS DAYS	RELIGIOUS CHARGED TO SICK LEAVE	SABBATICAL MAX. TIME GRANTED	SABBATICAL PORTION OF SALARY PAID
1	2	3	4	5	6	7	8	9	10	11
GEORGIA (CONTINUED)										
426 VALDOSTA 7,500	10	N.D.	N.D.	40	3	YES	N.D.	YES	NONE	...
IDAHO										
427 POCATELLO (25) 11,457	20	30	12	90	2	NO	NONE	...	OTHER	ALL
428 WESTFIELD (60) 8,118	20	NONE	20	15	N.D.	NO	N.D.	NO	NONE	...
ILLINOIS										
429 RICH TWP PARK FOREST (H S) 8,257	30	30	12	200	2	NO	NONE	...	1 CAL YEAR	MORE THAN 1/2
430 AURORA 10,700	20	20	12	150	NONE	...	NONE	...	1 CAL YEAR	ONE - HALF
431 CHARLESTON 3,100	20	NONE	13	180	2	NO	NONE	...	NONE	...
432 EAST MAINE 63 MILES 6,284	20	NONE	10	UNLIMITED	3	YES	2	YES	1 CAL YEAR	ONE - HALF
433 ELMHURST 46 (ELEM) 5,900	20	20	10	180	2	NO	2	NO	1 CAL YEAR	ONE - HALF
434 FREEPORT (40) 7,123	30	30	10	UNLIMITED	N.D.	NO	NONE	...	NONE	...
435 GLENBROOK (H S) 5,093	30	30	15	135	2	NO	NONE	...	1 CAL YEAR	MORE THAN 1/2
436 HIGHLAND PARK (ELEM) 3,214	21	NONE	N.D.	N.D.	N.D.	N.D	2	NO	2 SEMESTERS	ONE - HALF
437 HINSDALE (ELEM) 3,251	20	NONE	15	90	2	YES	NONE	...	1 CAL YEAR	ONE - HALF
438 HOMEWOOD-FLOSSMOOR (H S) 3,850	20	NONE	12	120	5	NO	N.D.	NO	NONE	...
439 LA GRANGE PARK 102 (ELEM) 3,135	22	22	12	UNLIMITED	1	NO	NONE	...	1 CAL YEAR	NONE
440 MT PROSPECT (ELEM) 3,200	22	22	15	120	4	NO	NONE	...	2 SEMESTERS	ONE - HALF
441 NORMAL 6,361	10	10	10	130	2	NO	NONE	...	1 CAL YEAR	ONE - HALF
442 OAK LAWN HOMETOWN (ELEM) 5,400	15	NONE	12	UNLIMITED	2	YES	2	YES	1 CAL YEAR	MORE THAN 1/2
443 OAK PARK (ELEM) 6,500	30	NONE	12	200	2	YES	2	YES	NONE	...
444 PALOS HILLS 230 (H S) 5,200	30	30	10	UNLIMITED	3	NO	NONE	...	1 CAL YEAR	MORE THAN 1/2
445 PARK RIDGE (ELEM) 5,775	N.D.	...	10	150	2	NO	2	NO	N.D.	...
446 PEKIN 3,400	15	NONE	16	120	NONE	...	NONE	...	NONE	...
447 QUINCY 9,250	15	NONE	10	120	2	NO	2	NO	1 CAL YEAR	MORE THAN 1/2
448 SOUTH STICKNEY 5,601	20	20	12	180	2	NO	NONE	...	NONE	...
449 VILLA PARK 45 (ELEM) 6,052	20	NONE	10	180	N.D.	NO	1	NO	1 CAL YEAR	ONE - HALF
450 VILLA PARK 88 (H S) (26) 9,821	15	15	10	122	5	NO	NONE	...	1 CAL YEAR	OTHER
451 GLENVIEW (ELEM) (41) 4,200	22	44	12	90	3	NO	3	NO	1 CAL YEAR	MORE THAN 1/2
INDIANA										
452 CROWN POINT 6,390	20	NONE	10	UNLIMITED	3	NO	NONE	...	1 CAL YEAR	ONE - HALF
453 HIGHLAND 6,800	20	NONE	10	UNLIMITED	3	NO	NONE	...	NONE	...
454 LOGANSPORT 5,100	15	NONE	7	120	2	NO	NONE	...	NONE	...

SUPERVISORY PERSONNEL, 1973 - 1974

INSURANCE PROVISIONS -- AMOUNT PAID BY BOARD					OTHER FRINGE BENEFITS			
HOSPITALIZATION-SINGLE AND FAMILY COVERAGE	MAJOR MEDICAL/SURG. SINGLE AND FAMILY COVERAGE	DENTAL CARE - SINGLE AND FAMILY COVERAGE	VISION CARE-SINGLE AND FAMILY COVERAGE	GROUP LIFE	SEVERANCE PAY GRANTED	TUITION COSTS PAID	PROFESSIONAL DUES PAID	
12	13	14	15	16	17	18	19	
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	YES	426
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	427
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	NONE	NO	YES-PART	YES	428
S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	429
S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S NONE F NONE	NONE	NO	NO	YES	430
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	ALL	YES	NO	YES	431
S MORE THAN 1/2 F MORE THAN 1/2	S ALL F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	YES	432
S MORE THAN 1/2 F ONE - HALF	S MORE THAN 1/2 F ONE - HALF	S NONE F NONE	S NONE F NONE	ONE - HALF	NO	NO	YES	433
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	YES-PART	NO	434
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	NO	NO	YES	435
S ALL F ONE - HALF	S ALL F ONE - HALF	S NONE F NONE	S NONE F NONE	ALL	NO	YES-PART	YES	436
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	437
S ALL F MORE THAN 1/2	S ALL F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	ALL	NO	YES-PART	NO	438
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	NO	YES-PART	NO	439
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	NO	NO	YES	440
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	NONE	YES	NO	YES	441
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	ALL	NO	YES-PART	YES	442
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	YES	NO	NO	443
S ALL F MORE THAN 1/2	S ALL F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	NONE	NO	NO	YES	444
S ALL F ONE - HALF	S ONE - HALF F ONE - HALF	S NONE F NONE	S NONE F NONE	NONE	NO	YES-PART	YES	445
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	ALL	NO	YES-PART	YES	446
S ALL F MORE THAN 1/2	S ALL F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	447
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	NO	NO	YES	448
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	NO	NO	YES	449
S NONE F NONE	S MORE THAN 1/2 F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	NONE	NO	YES-PART	YES	450
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	NONE	NO	NO	YES	451
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	ALL	YES	NO	NO	452
S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	MORE THAN 1/2	YES	NO	YES	453
S ALL F MORE THAN 1/2	S ALL F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	LESS THAN 1/2	YES	YES-PART	YES	454

FRINGE BENEFITS FOR ADMINISTRATIVE AND

SCHOOL SYSTEM AND ENROLLMENT (FOOTNOTE)	LEAVE PROVISIONS: VACATION DAYS	VACATION MAX. ACCUMULATION	SICK DAYS	SICK MAX. ACCUMULATION	EMERG. OR PERSONAL DAYS	EMERG. OR PERSONAL CHARGED TO SICK LEAVE	RELIGIOUS DAYS	RELIGIOUS CHARGED TO SICK LEAVE	SABBATICAL MAX. TIME GRANTED	SABBATICAL PORTION OF SALARY PAID
1	2	3	4	5	6	7	8	9	10	11
INDIANA (CONTINUED)										
455 MADISON 4,527	NONE	...	7	90	4	NO	NONE	...	NONE	...
456 MUNSTER 4,685	20	NONE	7	120	2	NO	NONE	...	1 CAL YEAR	ONE - HALF
457 PENN-HARRIS-MADISON 6,700	20	20	12	NONE	5	NO	NONE	...	1 CAL YEAR	NONE
458 PLYMOUTH 3,140	20	20	7	120	2	NO	NONE	...	NONE	...
459 PORTAGE 9,500	20	NONE	7	UNLIMITED	2	NO	2	YES	1 CAL YEAR	ONE - HALF
460 SOUTH HARRISON CORYDON 3,052	10	10	7	100	3	NO	NONE	...	NONE	...
IOWA										
461 AMES 6,130	22	NONE	15	90	5	NO	NONE	...	2 SEMESTERS	ONE - HALF
462 BURLINGTON 7,500	30	NONE	15	190	5	NO	NONE	...	NONE	...
463 FORT DODGE 7,415	15	15	15	105	3	NO	NONE	...	NONE	...
464 MARSHALLTOWN 6,996	22	NONE	15	200	2	YES	NONE	...	NONE	...
465 NEWTON 4,888	20	NONE	15	190	NONE	...	NONE	...	NONE	...
KENTUCKY										
466 BOWLING GREEN 4,895	10	NONE	10	120	3	NO	NONE	...	NONE	...
467 COVINGTON 8,000	20	NONE	12	108	3	NO	NONE	...	NONE	...
468 BULLITT CO SHEPHERDSVILLE 8,500	15	NONE	10	60	3	NO	NONE	...	2 SEMESTERS	NONE
469 FLOYD CO PRESTONSBURG (44) 9,500	10	10	10	60	3	YES	NONE	...	OTHER	OTHER
470 HARLAN CO 8,057	10	NONE	10	60	NONE	...	NONE	...	NONE	...
471 NEWPORT 3,399	10	NONE	10	60	3	YES	NONE	...	NONE	...
LOUISIANA										
472 DE SOTO PARISH MANSFIELD (43) 6,000	10	NONE	10	25	10	YES	NONE	...	1 CAL YEAR	OTHER
473 POINTE COUPEE PARISH NEW ROADS 5,201	10	NONE	12	UNLIMITED	3	YES	NONE	...	1 CAL YEAR	MORE THAN 1/2
MAINE										
474 AUBURN (40) 6,300	N.D.	...	15	120	N.D.	N.D	NONE	...	NONE	...
475 WATERVILLE 3,738	NONE	...	12	120	2	NO	N.D.	NO	1 CAL YEAR	ONE - HALF
MARYLAND										
476 WORCESTER CO SNOW HILL 6,500	15	144	12	UNLIMITED	1	NO	NONE	...	NONE	...
MASSACHUSETTS										
477 BARNSTABLE 5,500	N.D.	N.D.	15	165	4	NO	N.D.	...	1 CAL YEAR	MORE THAN 1/2
478 BELMONT 5,048	27	NONE	18	UNLIMITED	3	NO	3	NO	NONE	...
479 CHELMSFORD (40) 8,990	20	20	12	UNLIMITED	N.D.	NO	NONE	...	1 CAL YEAR	ONE - HALF
480 DEDHAM 6,152	20	NONE	15	155	1	NO	3	NO	NONE	...
481 EVERETT 7,139	NONE	...	15	105	1	NO	N.D.	YES	NONE	...

SUPERVISORY PERSONNEL, 1973 - 1974

INSURANCE PROVISIONS -- AMOUNT PAID BY BOARD					OTHER FRINGE BENEFITS			
HOSPITALIZATION-SINGLE AND FAMILY COVERAGE	MAJOR MEDICAL/SURG. SINGLE AND FAMILY COVERAGE	DENTAL CARE - SINGLE AND FAMILY COVERAGE	VISION CARE- SINGLE AND FAMILY COVERAGE	GROUP LIFE	SEVERANCE PAY GRANTED	TUITION COSTS PAID	PROFESSIONAL DUES PAID	
12	13	14	15	16	17	18	19	
S MORE THAN 1/2 F LESS THAN 1/2	S MORE THAN 1/2 F LESS THAN 1/2	S NONE F NONE	S NONE F NONE	NONE	YES	YES-PART	NO	455
S NONE F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	ALL	YES	NO	NO	456
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	YES	YES-PART	NO	457
S MORE THAN 1/2 F LESS THAN 1/2	S MORE THAN 1/2 F LESS THAN 1/2	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	458
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	LESS THAN 1/2	YES	NO	YES	459
S MORE THAN 1/2 F LESS THAN 1/2	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	YES	NO	NO	460
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	461
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	462
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	463
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	ALL	NO	NO	YES	464
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	465
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	466
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	467
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	468
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	469
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	470
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	471
S ... F ...	S ... F ...	S ... F ...	S ... F ...	...	YES	YES-UNLIM.	NO	472
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	YES	YES-UNLIM.	NO	473
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	YES-PART	...	474
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	YES-PART	YES	475
S NONE F NONE	S MORE THAN 1/2 F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	NONE	NO	YES-PART	NO	476
S ONE - HALF F ONE - HALF	S ONE - HALF F ONE - HALF	S NONE F NONE	S NONE F NONE	MORE THAN 1/2	NO	YES-PART	YES	477
S ONE - HALF F ONE - HALF	S ONE - HALF F ONE - HALF	S NONE F NONE	S NONE F NONE	ONE - HALF	N.D.	NO	YES	478
S ONE - HALF F ONE - HALF	S ONE - HALF F ONE - HALF	S NONE F NONE	S NONE F NONE	ONE - HALF	NO	YES-PART	NO	479
S ONE - HALF F ONE - HALF	S ONE - HALF F ONE - HALF	S NONE F NONE	S NONE F NONE	ONE - HALF	YES	YES-PART	YES	480
S ONE - HALF F ONE - HALF	S ONE - HALF F ONE - HALF	S NONE F NONE	S NONE F NONE	ONE - HALF	YES	NO	YES	481

FRINGE BENEFITS FOR ADMINISTRATIVE AND

	SCHOOL SYSTEM AND ENROLLMENT (FOOTNOTE)		LEAVE PROVISIONS VACATION		SICK		EMERG. OR PERSONAL CHARGED TO		RELIGIOUS CHARGED TO		SABBATICAL	
			DAYS	MAX. ACCUMULATION	DAYS	MAX. ACCUMULATION	DAYS	SICK LEAVE	DAYS	SICK LEAVE	MAX. TIME GRANTED	PORTION OF SALARY PAID
	1		2	3	4	5	6	7	8	9	10	11
	MASSACHUSETTS (CONTINUED)											
482	FAIRHAVEN	3,257	NONE	...	15	UNLIMITED	2	NO	5	NO	1 CAL YEAR	ONE - HALF
483	FITCHBURG	7,425	20	NONE	15	150	3	NO	3	NO	1 CAL YEAR	ONE - HALF
484	HAVERHILL	9,320	30	NONE	15	130	2	YES	N.D.	NO	1 CAL YEAR	ALL
485	LEXINGTON	9,081	22	NONE	15	UNLIMITED	2	NO	3	NO	1 CAL YEAR	ONE - HALF
486	MARBLEHEAD	4,637	20	20	15	150	10	NO	3	NO	1 CAL YEAR	MORE THAN 1/2
487	MARLBORO	6,700	30	NONE	13	126	2	NO	2	YES	1 CAL YEAR	ONE - HALF
488	MARSHFIELD	4,922	30	NONE	13	125	3	NO	3	NO	1 CAL YEAR	MORE THAN 1/2
489	MILTON	4,502	20	NONE	15	UNLIMITED	4	NO	4	NO	N.D.	...
490	NATICK	8,373	20	NONE	12	UNLIMITED	1	NO	3	NO	1 CAL YEAR	ALL
491	NEEDHAM (40)	7,470	20	NONE	13	132	N.D.	NO	3	NO	1 CAL YEAR	ONE - HALF
492	NORWOOD	7,200	20	NONE	15	UNLIMITED	3	YES	3	YES	1 CAL YEAR	ONE - HALF
493	READING	5,901	N.D.	N.D.	15	150	2	NO	N.D.	NO	NONE	...
494	TAUNTON	7,435	20	NONE	10	180	2	NO	3	NO	2 SEMESTERS	ONE - HALF
495	PENTUCKET 53 WEST NEWBURG	3,700	30	30	15	165	5	NO	2	NO	2 SEMESTERS	ONE - HALF
	MICHIGAN											
496	ADRIAN	6,280	20	NONE	10	150	2	NO	NONE	...	NONE	...
497	ALBION	3,550	20	UNLIMITED	17	UNLIMITED	3	...	3	YES	1 CAL YEAR	NONE
498	BLOOMFIELD HILLS	8,750	20	NONE	12	120	N.D.	YES	N.D.	YES	NONE	...
499	CLARKSTON	7,200	15	15	12	120	2	NO	NONE	...	NONE	...
500	GRAND BLANC	8,388	30	NONE	12	90	2	YES	2	YES	1 CAL YEAR	NONE
501	GRAND HAVEN	6,500	20	NONE	15	UNLIMITED	2	YES	NONE	...	NONE	...
502	GREENVILLE	3,675	NONE	...	12	132	2	NO	NONE	...	NONE	...
503	HAZEL PARK	7,800	20	NONE	12	UNLIMITED	2	YES	NONE	...	2 SEMESTERS	MORE THAN 1/2
504	NILES (40)	6,037	20	NONE	10	120	N.D.	NO	N.D.	NO	1 CAL YEAR	ONE - HALF
505	NORTHVILLE	4,000	20	NONE	15	125	3	NO	NONE	...	NONE	...
506	OWOSSO (54)	6,700	N.D.	...	12	120	2	YES	NONE	...	1 CAL YEAR	OTHER
507	PLYMOUTH	11,800	20	20	15	150	2	YES	NONE	...	2 SEMESTERS	ONE - HALF
508	PORTAGE	11,054	15	20	N.D.	N.D.	2	NO	NONE	...	NONE	...
509	ROCHESTER	9,597	20	40	30	UNLIMITED	2	YES	2	YES	NONE	...
510	TRENTON	7,000	40	40	5	5	3	NO	NONE	...	NONE	...
511	VAN DYKE	7,000	20	20	12	200	3	NO	5	NO	NONE	...

SUPERVISORY PERSONNEL, 1973 - 1974

	INSURANCE PROVISIONS -- AMOUNT PAID BY BOARD					OTHER FRINGE BENEFITS			
	HOSPITALIZATION-SINGLE AND FAMILY COVERAGE	MAJOR MEDICAL/SURG. SINGLE AND FAMILY COVERAGE	DENTAL CARE - SINGLE AND FAMILY COVERAGE	VISION CARE-SINGLE AND FAMILY COVERAGE	GROUP LIFE	SEVERANCE PAY GRANTED	TUITION COSTS PAID	PROFESSIONAL DUES PAID	
	12	13	14	15	16	17	18	19	
S	ONE - HALF	S ONE - HALF	S NONE	S NONE	ONE - HALF	YES	NO	YES	482
F	ONE - HALF	F ONE - HALF	F NONE	F NONE					
S	MORE THAN 1/2	S NONE	S NONE	S NONE	NONE	YES	NO	YES	483
F	MORE THAN 1/2	F NONE	F NONE	F NONE					
S	MORE THAN 1/2	S MORE THAN 1/2	S MORE THAN 1/2	S NONE	ONE - HALF	NO	NO	YES	484
F	MORE THAN 1/2	F MORE THAN 1/2	F MORE THAN 1/2	F NONE					
S	ONE - HALF	S ONE - HALF	S NONE	S NONE	ONE - HALF	YES	NO	NO	485
F	ONE - HALF	F ONE - HALF	F NONE	F NONE					
S	ONE - HALF	S ONE - HALF	S NONE	S NONE	ONE - HALF	YES	NO	YES	486
F	ONE - HALF	F ONE - HALF	F NONE	F NONE					
S	ONE - HALF	S ONE - HALF	S NONE	S NONE	ONE - HALF	NO	YES-PART	YES	487
F	ONE - HALF	F ONE - HALF	F NONE	F NONE					
S	ONE - HALF	S ONE - HALF	S NONE	S NONE	ONE - HALF	NO	YES-PART	YES	488
F	ONE - HALF	F ONE - HALF	F NONE	F NONE					
S	NONE	S ONE - HALF	S NONE	S NONE	ONE - HALF	NO	NO	YES	489
F	NONE	F ONE - HALF	F NONE	F NONE					
S	ONE - HALF	S ONE - HALF	S NONE	S NONE	ONE - HALF	NO	NO	NO	490
F	ONE - HALF	F ONE - HALF	F NONE	F NONE					
S	ONE - HALF	S ONE - HALF	S NONE	S NONE	ONE - HALF	YES	YES-PART	YES	491
F	ONE - HALF	F ONE - HALF	F NONE	F NONE					
S	ONE - HALF	S ONE - HALF	S NONE	S NONE	ONE - HALF	YES	NO	YES	492
F	ONE - HALF	F ONE - HALF	F NONE	F NONE					
S	ONE - HALF	S ONE - HALF	S NONE	S NONE	ONE - HALF	NO	NO	YES	493
F	ONE - HALF	F ONE - HALF	F NONE	F NONE					
S	ONE - HALF	S NONE	S NONE	S NONE	ONE - HALF	YES	NO	NO	494
F	ONE - HALF	F NONE	F NONE	F NONE					
S	ONE - HALF	S ONE - HALF	S NONE	S NONE	ONE - HALF	NO	YES-PART	YES	495
F	ONE - HALF	F ONE - HALF	F NONE	F NONE					
S	ALL	S ALL	S NONE	S NONE	ALL	YES	NO	YES	496
F	ALL	F ALL	F NONE	F NONE					
S	ALL	S ALL	S NONE	S NONE	ALL	YES	YES-PART	YES	497
F	ALL	F ALL	F NONE	F NONE					
S	ALL	S ALL	S NONE	S NONE	ALL	NO	YES-PART	YES	498
F	ALL	F ALL	F NONE	F NONE					
S	ALL	S ALL	S NONE	S NONE	ALL	NO	NO	YES	499
F	ALL	F ALL	F NONE	F NONE					
S	ALL	S ALL	S NONE	S NONE	ALL	YES	NO	NO	500
F	ALL	F ALL	F NONE	F NONE					
S	ALL	S ALL	S ALL	S NONE	ALL	YES	NO	NO	501
F	ALL	F ALL	F ALL	F NONE					
S	MORE THAN 1/2	S MORE THAN 1/2	S NONE	S NONE	ALL	NO	NO	YES	502
F	MORE THAN 1/2	F MORE THAN 1/2	F NONE	F NONE					
S	ALL	S ALL	S NONE	S NONE	ALL	YES	NO	NO	503
F	ALL	F ALL	F NONE	F NONE					
S	ALL	S ALL	S NONE	S NONE	ALL	NO	YES-PART	YES	504
F	ALL	F ALL	F NONE	F NONE					
S	ALL	S ALL	S NONE	S NONE	ALL	NO	YES-PART	YES	505
F	ALL	F ALL	F NONE	F NONE					
S	ALL	S ALL	S NONE	S NONE	ALL	NO	NO	YES	506
F	ALL	F ALL	F NONE	F NONE					
S	ALL	S ALL	S NONE	S NONE	ALL	YES	YES-UNLIM.	NO	507
F	ALL	F ALL	F NONE	F NONE					
S	NONE	S ALL	S NONE	S NONE	ALL	NO	YES-PART	YES	508
F	NONE	F ALL	F NONE	F NONE					
S	ALL	S ALL	S NONE	S NONE	ALL	NO	NO	YES	509
F	ALL	F ALL	F NONE	F NONE					
S	ALL	S ONE - HALF	S NONE	S NONE	ALL	YES	YES-UNLIM.	NO	510
F	ALL	F ONE - HALF	F NONE	F NONE					
S	ALL	S ALL	S NONE	S NONE	ALL	YES	NO	NO	511
F	ALL	F ALL	F NONE	F NONE					

FRINGE BENEFITS FOR ADMINISTRATIVE AND

SCHOOL SYSTEM AND ENROLLMENT (FOOTNOTE)	LEAVE PROVISIONS: VACATION DAYS	VACATION MAX. ACCUMULATION	SICK DAYS	SICK MAX. ACCUMULATION	EMERG. OR PERSONAL DAYS	EMERG. OR PERSONAL CHARGED TO SICK LEAVE	RELIGIOUS DAYS	RELIGIOUS CHARGED TO SICK LEAVE	SABBATICAL MAX. TIME GRANTED	SABBATICAL PORTION OF SALARY PAID
1	2	3	4	5	6	7	8	9	10	11
MICHIGAN (CONTINUED)										
512 WYANDOTTE 7,539	NONE	...	11	156	3	NO	NONE	...	2 SEMESTERS	ONE - HALF
MINNESOTA										
513 BEMIDJI 4,735	30	30	10	150	10	YES	NONE	...	NONE	...
514 BRAINERD 7,600	20	NONE	12	60	N.D.	YES	NONE	...	1 CAL YEAR	ONE - HALF
515 FARIBAULT 5,188	20	20	12	180	2	NO	NONE	...	1 CAL YEAR	ONE - HALF
516 MANKATO 8,301	20	NONE	10	180	NONE	...	NONE	...	OTHER	ONE - HALF
517 MINNETONKA 8,153	20	40	12	UNLIMITED	1	NO	NONE	...	1 CAL YEAR	ONE - HALF
518 RICHFIELD 9,567	NONE	...	12	UNLIMITED	6	YES	6	YES	1 CAL YEAR	MORE THAN 1/2
519 ROSEMOUNT 8,000	20	20	12	120	3	YES	NONE	...	1 CAL YEAR	LESS THAN 1/2
520 SOUTH WASHINGTON CO 10,759	20	NONE	12	UNLIMITED	1	YES	NONE	...	NONE	...
521 WINONA 7,000	20	20	10	120	2	NO	NONE	...	1 CAL YEAR	ONE - HALF
MISSISSIPPI										
522 HARRISON CO GULFPORT 9,300	14	14	NONE	...	NONE	...	NONE	...	1 CAL YEAR	NONE
523 LAUREL 5,058	10	10	15	30	NONE	...	NONE	...	NONE	...
MISSOURI										
524 PATTONVILLE 11,583	22	22	N.D.	UNLIMITED	3	NO	1	NO	1 CAL YEAR	ONE - HALF
525 FORT ZUMWALT O FALLON 5,426	20	NONE	12	UNLIMITED	N.D.	NO	NONE	...	1 CAL YEAR	NONE
526 JEFFERSON CITY 6,500	10	NONE	10	75	2	NO	NONE	...	NONE	...
527 KIRKWOOD 8,000	20	20	10	90	1	YES	1	YES	2 SEMESTERS	ONE - HALF
528 LINDBERGH (57) 11,700	20	NONE	N.D.	NONE	N.D.	NO	N.D.	NO	2 SEMESTERS	ONE - HALF
MONTANA										
529 HELENA (59) 7,709	24	30	15	80	10	NO	NONE	...	1 CAL YEAR	OTHER
NEBRASKA										
530 GRAND ISLAND 6,341	20	20	N.D.	UNLIMITED	5	NO	NONE	...	1 CAL YEAR	ONE - HALF
531 RALSTON 4,210	30	NONE	N.D.	UNLIMITED	1	NO	NONE	...	NONE	...
NEW HAMPSHIRE										
532 KEENE 4,960	20	NONE	7	NONE	NONE	...	NONE	...	1 CAL YEAR	ONE - HALF
NEW JERSEY										
533 BERGENFIELD 6,000	20	NONE	13	UNLIMITED	3	NO	3	NO	2 SEMESTERS	ONE - HALF
534 BRIDGETON 6,889	20	NONE	12	UNLIMITED	2	NO	NONE	...	NONE	...
535 CRANFORD 5,924	22	NONE	10	10	3	NO	3	NO	1 CAL YEAR	ONE - HALF
536 EAST BRUNSWICK 10,428	22	NONE	12	UNLIMITED	8	NO	NONE	...	1 CAL YEAR	MORE THAN 1/2
537 FAIR LAWN 7,006	20	NONE	10	UNLIMITED	5	NO	3	NO	1 CAL YEAR	ALL

SUPERVISORY PERSONNEL, 1973 - 1974

	INSURANCE PROVISIONS -- AMOUNT PAID BY BOARD					OTHER FRINGE BENEFITS			
	HOSPITALIZATION-SINGLE AND FAMILY COVERAGE	MAJOR MEDICAL/SURG. SINGLE AND FAMILY COVERAGE	DENTAL CARE - SINGLE AND FAMILY COVERAGE	VISION CARE- SINGLE AND FAMILY COVERAGE	GROUP LIFE	SEVERANCE PAY GRANTED	TUITION COSTS PAID	PROFESSIONAL DUES PAID	
	12	13	14	15	16	17	18	19	
S	ALL	S ALL	S ALL	S NONE	NONE	YES	NO	YES	512
F	ALL	F ALL	F ALL	F NONE					
S	MORE THAN 1/2	S MORE THAN 1/2	S NONE	S NONE	ALL	NO	NO	NO	513
F	NONE	F NONE	F NONE	F NONE					
S	ALL	S ALL	S NONE	S NONE	ALL	NO	NO	YES	514
F	NONE	F NONE	F NONE	F NONE					
S	MORE THAN 1/2	S MORE THAN 1/2	S NONE	S NONE	NONE	NO	NO	NO	515
F	MORE THAN 1/2	F MORE THAN 1/2	F NONE	F NONE					
S	ALL	S ALL	S NONE	S NONE	NONE	NO	NO	NO	516
F	MORE THAN 1/2	F MORE THAN 1/2	F NONE	F NONE					
S	ALL	S ALL	S NONE	S NONE	ALL	NO	NO	YES	517
F	ONE - HALF	F ONE - HALF	F NONE	F NONE					
S	MORE THAN 1/2	S MORE THAN 1/2	S NONE	S NONE	ALL	NO	NO	NO	518
F	MORE THAN 1/2	F MORE THAN 1/2	F NONE	F NONE					
S	ALL	S ALL	S NONE	S NONE	MORE THAN 1/2	NO	YES-PART	NO	519
F	MORE THAN 1/2	F MORE THAN 1/2	F NONE	F NONE					
S	ALL	S ALL	S NONE	S NONE	ALL	NO	NO	NO	520
F	LESS THAN 1/2	F LESS THAN 1/2	F NONE	F NONE					
S	ALL	S ALL	S ALL	S NONE	ALL	NO	NO	NO	521
F	MORE THAN 1/2	F MORE THAN 1/2	F MORE THAN 1/2	F NONE					
S	NONE	S NONE	S NONE	S NONE	NONE	NO	NO	NO	522
F	NONE	F NONE	F NONE	F NONE					
S	NONE	S NONE	S NONE	S NONE	NONE	NO	NO	YES	523
F	NONE	F NONE	F NONE	F NONE					
S	ALL	S ALL	S ALL	S NONE	ALL	NO	YES-PART	NO	524
F	NONE	F NONE	F NONE	F NONE					
S	ALL	S ALL	S NONE	S NONE	ALL	NO	YES-PART	NO	525
F	NONE	F NONE	F NONE	F NONE					
S	NONE	S NONE	S NONE	S NONE	NONE	YES	NO	NO	526
F	NONE	F NONE	F NONE	F NONE					
S	ALL	S ALL	S NONE	S NONE	ALL	NO	NO	NO	527
F	NONE	F NONE	F NONE	F NONE					
S	ALL	S ALL	S NONE	S NONE	NONE	NO	NO	NO	528
F	NONE	F NONE	F NONE	F NONE					
S	ALL	S ALL	S NONE	S NONE	NONE	YES	NO	YES	529
F	NONE	F NONE	F NONE	F NONE					
S	ALL	S NONE	S NONE	S NONE	NONE	NO	NO	NO	530
F	NONE	F NONE	F NONE	F NONE					
S	ALL	S ALL	S NONE	S NONE	ALL	NO	NO	NO	531
F	NONE	F NONE	F NONE	F NONE					
S	ALL	S ALL	S NONE	S NONE	ALL	NO	M.D.	YES	532
F	NONE	F NONE	F NONE	F NONE					
S	ALL	S ALL	S NONE	S NONE	NONE	NO	NO	NO	533
F	ALL	F ALL	F NONE	F NONE					
S	ALL	S ALL	S NONE	S NONE	NONE	NO	YES-PART	YES	534
F	LESS THAN 1/2	F LESS THAN 1/2	F NONE	F NONE					
S	ALL	S ALL	S NONE	S NONE	NONE	NO	YES-PART	YES	535
F	MORE THAN 1/2	F MORE THAN 1/2	F NONE	F NONE					
S	ALL	S ALL	S ALL	S NONE	NONE	NO	NO	YES	536
F	ALL	F ALL	F ALL	F NONE					
S	ALL	S ALL	S NONE	S NONE	NONE	NO	YES-PART	NO	537
F	ALL	F ALL	F NONE	F NONE					

FRINGE BENEFITS FOR ADMINISTRATIVE AND

SCHOOL SYSTEM AND ENROLLMENT (FOOTNOTE)	VACATION DAYS	VACATION MAX. ACCUMULATION	LEAVE PROVISIONS SICK DAYS	SICK MAX. ACCUMULATION	EMERG. OR PERSONAL DAYS	EMERG. OR PERSONAL CHARGED TO SICK LEAVE	RELIGIOUS DAYS	RELIGIOUS CHARGED TO SICK LEAVE	SABBATICAL MAX. TIME GRANTED	SABBATICAL PORTION OF SALARY PAID
1	2	3	4	5	6	7	8	9	10	11
NEW JERSEY (CONTINUED)										
538 IRVINGTON 8,000	20	NONE	12	UNLIMITED	2	NO	NONE	...	1 CAL YEAR	ONE - HALF
539 KEARNY 6,410	22	NONE	12	UNLIMITED	3	NO	NONE	...	1 SEMESTER	ONE - HALF
540 MIDDLESEX 3,550	20	NONE	12	UNLIMITED	3	NO	NONE	...	NONE	...
541 MONTCLAIR 7,200	20	20	12	UNLIMITED	N.D.	NO	2	NO	1 CAL YEAR	MORE THAN 1/2
542 PARSIPPANY-TROY HILLS 11,000	22	10	12	UNLIMITED	3	NO	NONE	...	1 CAL YEAR	ONE - HALF
543 PEQUANNOCK TWP 3,736	20	NONE	10	UNLIMITED	NONE	...	NONE	...	2 SEMESTERS	ONE - HALF
544 RIDGEWOOD (57) 7,150	22	NONE	N.D.	UNLIMITED	N.D.	NO	N.D.	NO	1 CAL YEAR	ONE - HALF
545 RUTHERFORD 3,139	40	NONE	12	UNLIMITED	3	NO	NONE	...	NONE	...
546 WASHINGTON TWP 4,933	20	NONE	11	UNLIMITED	5	NO	NONE	...	1 CAL YEAR	ONE - HALF
NEW MEXICO										
547 CARLSBAD 6,500	15	15	12	UNLIMITED	2	NO	NONE	...	NONE	...
548 FARMINGTON 6,814	10	10	10	90	NONE	...	NONE	...	NONE	...
549 ROSWELL 9,767	20	30	10	100	3	NO	NONE	...	NONE	...
550 TAOS 3,250	15	20	10	90	2	YES	NONE	...	NONE	...
NEW YORK										
551 AUBURN 7,300	20	NONE	10	185	9	NO	NONE	...	1 CAL YEAR	ONE - HALF
552 BAY SHORE 10,512	20	NONE	10	150	1	NO	3	NO	1 CAL YEAR	MORE THAN 1/2
553 BROCKPORT 3,800	10	10	10	150	2	NO	NONE	...	1 CAL YEAR	ONE - HALF
554 COPIAGUE 5,930	22	NONE	10	UNLIMITED	5	YES	NONE	...	2 SEMESTERS	MORE THAN 1/2
555 EAST SYRACUSE-MINOA 6,282	22	NONE	12	200	5	YES	5	YES	NONE	...
556 GARDEN CITY 5,000	50	NONE	12	185	5	NO	3	NO	1 CAL YEAR	ALL
557 GRAND ISLAND 4,385	20	NONE	18	180	3	NO	NONE	...	1 CAL YEAR	ONE - HALF
558 HAMBURG 6,040	20	NONE	15	210	3	NO	NONE	...	NONE	...
559 HICKSVILLE 10,300	22	NONE	15	UNLIMITED	3	NO	3	NO	1 CAL YEAR	MORE THAN 1/2
560 HORSEHEADS 7,547	30	NONE	10	180	5	YES	NONE	...	1 CAL YEAR	ONE - HALF
561 HYDE PARK 6,112	25	NONE	15	150	3	NO	NONE	...	NONE	...
562 ITHACA 8,000	20	NONE	12	UNLIMITED	3	NO	NONE	...	2 SEMESTERS	ONE - HALF
563 JERICHO 3,389	23	N.D.	20	180	2	NO	2	NO	1 CAL YEAR	ALL
564 KINGSTON (42) 11,500	NONE	...	11	UNLIMITED	2	NO	N.D.	NO	1 CAL YEAR	ALL
565 LIVERPOOL 11,500	20	40	18	240	5	NO	5	NO	1 CAL YEAR	ONE - HALF
566 LOCKPORT 6,642	NONE	...	15	150	3	YES	3	YES	NONE	...
567 LONG BEACH 6,100	20	20	15	180	5	NO	NONE	...	2 SEMESTERS	ONE - HALF

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INSURANCE PROVISIONS -- AMOUNT PAID BY BOARD					OTHER FRINGE BENEFITS			
HOSPITALIZATION-SINGLE AND FAMILY COVERAGE	MAJOR MEDICAL/SURG. SINGLE AND FAMILY COVERAGE	DENTAL CARE - SINGLE AND FAMILY COVERAGE	VISION CARE-SINGLE AND FAMILY COVERAGE	GROUP LIFE	SEVERANCE PAY GRANTED	TUITION COSTS PAID	PROFESSIONAL DUES PAID	
12	13	14	15	16	17	18	19	
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	NONE	NO	NO	YES	538
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	539
S ALL F MORE THAN 1/2	S ALL F ALL	S NONE F NONE	S NONE F NONE	NONE	NO	YES-PART	NO	540
S ALL F ALL	S ALL F ALL	S MORE THAN 1/2 F NONE	S NONE F NONE	NONE	NO	YES-UNLIM.	YES	541
S ALL F ALL	S ALL F ALL	S ALL F ALL	S NONE F NONE	NONE	NO	NO	NO	542
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	543
S ALL F MORE THAN 1/2	S ALL F ALL	S NONE F NONE	S NONE F NONE	NONE	NO	YES-PART	YES	544
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	NONE	NO	NO	YES	545
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	NONE	NO	YES-PART	NO	546
S ONE - HALF F ONE - HALF	S ONE - HALF F ONE - HALF	S NONE F NONE	S NONE F NONE	ONE - HALF	NO	NO	NO	547
S LESS THAN 1/2 F LESS THAN 1/2	S LESS THAN 1/2 F LESS THAN 1/2	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	548
S LESS THAN 1/2 F LESS THAN 1/2	S LESS THAN 1/2 F LESS THAN 1/2	S NONE F NONE	S NONE F NONE	MORE THAN 1/2	YES	NO	NO	549
S ONE - HALF F ONE - HALF	S ONE - HALF F ONE - HALF	S NONE F NONE	S NONE F NONE	ONE - HALF	YES	YES-PART	NO	550
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	551
S ALL F ALL	S ALL F ALL	S ALL F ALL	S NONE F NONE	ALL	NO	NO	NO	552
S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	553
S LESS THAN 1/2 F LESS THAN 1/2	S LESS THAN 1/2 F LESS THAN 1/2	S ALL F ALL	S NONE F NONE	ALL	YES	NO	NO	554
S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	555
S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S NONE F NONE	NONE	NO	NO	NO	556
S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	557
S ALL F ALL	S ALL F ONE - HALF	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	558
S ALL F ALL	S ALL F ALL	S ALL F ALL	S NONE F NONE	ALL	YES	NO	NO	559
S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	560
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	NONE	NO	YES-PART	YES	561
S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S ALL F NONE	S NONE F NONE	NONE	NO	NO	NO	562
S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S NONE F NONE	MORE THAN 1/2	YES	NO	NO	563
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	NONE	YES	NO	NO	564
S MORE THAN 1/2 F ONE - HALF	S MORE THAN 1/2 F ONE - HALF	S NONE F NONE	S NONE F NONE	NONE	NO	YES-PART	NO	565
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	566
S ALL F ALL	S ALL F ALL	S ALL F ALL	S NONE F NONE	ALL	NO	NO	NO	567

FRINGE BENEFITS FOR ADMINISTRATIVE AND

	SCHOOL SYSTEM AND ENROLLMENT (FOOTNOTE)		LEAVE PROVISIONS: VACATION DAYS	VACATION MAX. ACCUMULATION	SICK DAYS	SICK MAX. ACCUMULATION	EMERG. OR PERSONAL DAYS	EMERG. OR PERSONAL CHARGED TO SICK LEAVE	RELIGIOUS DAYS	RELIGIOUS CHARGED TO SICK LEAVE	SABBATICAL MAX. TIME GRANTED	SABBATICAL PORTION OF SALARY PAID
	1		2	3	4	5	6	7	8	9	10	11
NEW YORK (CONTINUED)												
568	MINEOLA	4,600	21	NONE	N.D.	UNLIMITED	2	NO	5	NO	NONE	...
569	MONROE-WOODBURY	5,300	20	NONE	23	200	6	YES	NONE	...	1 CAL YEAR	MORE THAN 1/2
570	NORTH ROCKLAND	8,357	N.D.	...	17	207	3	NO	3	NO	1 CAL YEAR	ONE - HALF
571	OLEAN	3,950	30	NONE	10	170	3	NO	NONE	...	1 CAL YEAR	ONE - HALF
572	ORCHARD PARK	5,600	20	20	12	200	5	NO	NONE	...	2 SEMESTERS	ONE - HALF
573	PLAINVIEW-OLD BETHPAGE	9,653	20	NONE	14	200	2	YES	5	YES	2 SEMESTERS	ONE - HALF
574	PORT JEFFERSON	3,000	20	NONE	10	150	3	NO	N.D.	YES	1 CAL YEAR	ALL
575	RYE	(58) 3,200	22	NONE	N.D.	UNLIMITED	4	NO	8	NO	1 CAL YEAR	ONE - HALF
576	SAUGERTIES	(61) 4,800	20	NONE	10	220	5	NO	N.D.	NO	N.D.	...
577	SCARSDALE	4,948	30	30	N.D.	480	10	NO	10	NO	NONE	...
578	VALLEY STREAM (H S)	6,669	20	23	15	UNLIMITED	N.D.	YES	N.D.	YES	NONE	...
579	WANTAGH	(42) 5,073	20	NONE	16	180	3	YES	N.D.	NO	1 CAL YEAR	MORE THAN 1/2
580	WATERTOWN	(42) 6,361	20	20	12	180	2	NO	N.D.	NO	1 CAL YEAR	ONE - HALF
581	WEBSTER	9,085	20	25	20	200	3	NO	NONE	...	1 CAL YEAR	ALL
582	WEST ISLIP	(42) 9,500	16	NONE	10	UNLIMITED	2	NO	N.D.	NO	1 CAL YEAR	ONE - HALF
583	WHITE PLAINS	7,896	22	NONE	16	UNLIMITED	3	NO	2	NO	2 SEMESTERS	ALL
NORTH CAROLINA												
584	FAYETTEVILLE	11,479	15	15	12	UNLIMITED	2	NO	NONE	...	NONE	...
585	CHATHAM CO PITTSBORO	6,529	15	15	5	UNLIMITED	2	NO	NONE	...	1 CAL YEAR	NONE
586	DURHAM	(5) 10,300	15	...	10	UNLIMITED	2	NO	N.D.	NO	NONE	...
587	GOLDSBORO	6,300	25	25	5	UNLIMITED	NONE	...	NONE	...	1 CAL YEAR	NONE
588	KANNAPOLIS	6,250	15	15	5	UNLIMITED	2	NO	NONE	...	NONE	...
589	UNION CO MONROE	10,428	12	30	5	UNLIMITED	2	NO	NONE	...	NONE	...
NORTH DAKOTA												
590	FARGO	10,000	15	5	10	120	1	NO	NONE	...	1 CAL YEAR	ONE - HALF
591	MINOT	9,820	15	15	10	180	1	YES	NONE	...	NONE	...
OHIO												
592	POPLAR BLUFF	5,731	10	NONE	N.D.	N.D.	2	YES	NONE	...	NONE	...
593	AUSTINTOWN	(9) 8,400	30	60	15	260	2	NO	NONE	...	1 CAL YEAR	OTHER
594	BAY VILLAGE	4,667	20	NONE	15	185	4	NO	NONE	...	NONE	...
595	BEAVERCREEK	(9) 8,500	20	20	15	200	2	NO	NONE	...	2 SEMESTERS	OTHER
596	BRECKSVILLE	4,520	20	NONE	15	180	3	NO	2	NO	NONE	...

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INSURANCE PROVISIONS -- AMOUNT PAID BY BOARD					OTHER FRINGE BENEFITS			
HOSPITALIZATION-SINGLE AND FAMILY COVERAGE	MAJOR MEDICAL/SURG. SINGLE AND FAMILY COVERAGE	DENTAL CARE - SINGLE AND FAMILY COVERAGE	VISION CARE-SINGLE AND FAMILY COVERAGE	GROUP LIFE	SEVERANCE PAY GRANTED	TUITION COSTS PAID	PROFESSIONAL DUES PAID	
12	13	14	15	16	17	18	19	
S ALL F ALL	S ALL F ALL	S ALL F ALL	S NONE F NONE	ALL	NO	NO	YES	568
S ALL F ALL	S ALL F ALL	S ONE - HALF F ONE - HALF	S NONE F NONE	NONE	NO	YES-PART	NO	569
S ALL F ALL	S ALL F ALL	S ALL F ALL	S NONE F NONE	ALL	YES	NO	NO	570
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	NONE	YES	NO	YES	571
S MORE THAN 1/2 F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	572
S ALL F MORE THAN 1/2	S ALL F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	573
S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S NONE F NONE	MORE THAN 1/2	NO	NO	NO	574
S ALL F ALL	S ALL F ALL	S ALL F NONE	S NONE F NONE	ALL	NO	NO	NO	575
S ALL F ONE - HALF	S ALL F ONE - HALF	S NONE F NONE	S NONE F NONE	NONE	NO	YES-PART	NO	576
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	NO	NO	YES	577
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	NONE	YES	NO	NO	578
S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S ALL F NONE	S NONE F NONE	ALL	YES	NO	NO	579
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	580
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	NONE	YES	YES-UNLIM.	NO	581
S ALL F ALL	S ALL F ALL	S ALL F NONE	S NONE F NONE	ALL	NO	NO	NO	582
S ALL F ALL	S ALL F ALL	S ALL F ALL	S NONE F NONE	ALL	NO	NO	NO	583
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	584
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	NONE	YES	YES-UNLIM.	NO	585
S MORE THAN 1/2 F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	586
S LESS THAN 1/2 F LESS THAN 1/2	S LESS THAN 1/2 F LESS THAN 1/2	S NONE F NONE	S NONE F NONE	ALL	YES	NO	NO	587
S ALL F LESS THAN 1/2	S ALL F LESS THAN 1/2	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	588
S ALL F LESS THAN 1/2	S ALL F LESS THAN 1/2	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	589
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	590
S MORE THAN 1/2 F LESS THAN 1/2	S MORE THAN 1/2 F LESS THAN 1/2	S NONE F NONE	S NONE F ...	ALL	YES	NO	YES	591
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	592
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	YES	YES-PART	NO	593
S [illegible]L F .	S NONE F NONE	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	594
S ALL F MORE THAN 1/2	S ALL F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	595
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	596

FRINGE BENEFITS FOR ADMINISTRATIVE AND

	SCHOOL SYSTEM AND ENROLLMENT (FOOTNOTE)	LEAVE PROVISIONS VACATION DAYS	VACATION MAX. ACCUMULATION	SICK DAYS	SICK MAX. ACCUMULATION	EMERG. OR PERSONAL DAYS	EMERG. OR PERSONAL CHARGED TO SICK LEAVE	RELIGIOUS DAYS	RELIGIOUS CHARGED TO SICK LEAVE	SABBATICAL MAX. TIME GRANTED	SABBATICAL PORTION OF SALARY PAID
	1	2	3	4	5	6	7	8	9	10	11
	OHIO (CONTINUED)										
597	CENTERVILLE 7,594	20	NONE	2	NONE	...	...	NONE	...	NONE	...
598	CUYAHOGA FALLS 11,264	30	NONE	15	180	3	NO	NONE	...	NONE	...
599	EAST LIVERPOOL 5,800	20	20	15	150	3	NO	3	YES	N.D.	...
600	FAIRVIEW PARK 3,522	NONE	...	15	180	3	NO	3	NO	NONE	...
601	FINDLAY (42) 8,900	20	NONE	15	UNLIMITED	2	NO	N.D.	NO	NONE	...
602	FREMONT 7,409	20	NONE	15	150	2	NO	2	NO	NONE	...
603	LIMA 9,969	15	NONE	15	150	2	NO	2	NO	NONE	...
604	MANSFIELD (9) 11,169	22	22	15	150	3	NO	NONE	...	1 CAL YEAR	OTHER
605	MAPLE HEIGHTS 6,400	44	NONE	15	173	2	NO	2	NO	NONE	...
606	MAUMEE 4,429	20	20	15	180	2	NO	2	NO	1 CAL YEAR	NONE
607	NORTH OLMSTED 8,018	20	20	15	UNLIMITED	2	NO	2	NO	NONE	...
608	NORTHRIDGE DAYTON 3,421	10	15	15	195	2	NO	2	NO	1 CAL YEAR	LESS THAN 1/2
609	NORTH ROYALTON 3,225	15	15	15	200	1	NO	1	NO	NONE	...
610	PLAIN LOCAL CANTON 10,000	20	NONE	15	160	1	NO	2	NO	NONE	...
611	PRINCETON 9,764	20	NONE	15	190	2	NO	NONE	...	NONE	...
612	READING 3,000	10	NONE	15	180	4	NO	NONE	...	1 CAL YEAR	NONE
613	ROCKY RIVER (42) 3,645	NONE	...	15	180	3	NO	N.D.	NO	NONE	...
614	SOUTH EUCLID-LYNDHURST (9) 8,180	N.D.	N.D.	15	195	3	NO	3	NO	1 CAL YEAR	OTHER
615	WESTLAKE (62) 3,647	20	20	15	160	N.D.	NO	N.D.	NO	1 CAL YEAR	OTHER
616	UPPER ARLINGTON 8,000	21	NONE	15	UNLIMITED	1	NO	3	YES	1 CAL YEAR	NONE
617	WORTHINGTON (9) 6,815	20	25	15	165	NONE	...	NONE	...	1 CAL YEAR	NONE
618	XENIA (64) 8,796	20	NONE	15	150	2	NO	NONE	...	OTHER	NONE
	OKLAHOMA										
619	BARTLESVILLE 7,500	10	25	12	90	5	NO	NONE	...	1 CAL YEAR	NONE
620	ENID 8,876	20	20	10	60	2	NO	NONE	...	NONE	...
621	MOORE 11,225	10	NONE	10	60	2	NO	NONE	...	NONE	...
622	PONCA CITY 6,665	20	20	10	60	3	NO	NONE	...	NONE	...
623	STILLWATER 4,200	NONE	...	13	62	5	NO	NONE	...	NONE	...
	OREGON										
624	DAVID DOUGLAS PORTLAND 8,000	20	NONE	12	190	3	NO	NONE	...	1 CAL YEAR	MORE THAN 1/2
625	GRESHAM 4,700	20	NONE	10	140	2	NO	NONE	...	1 CAL YEAR	ONE - HALF
626	HOOD RIVER 3,254	20	NONE	10	110	3	YES	NONE	...	NONE	...

SUPERVISORY PERSONNEL, 1973 - 1974

INSURANCE PROVISIONS -- AMOUNT PAID BY BOARD					OTHER FRINGE BENEFITS			
HOSPITALIZATION-SINGLE AND FAMILY COVERAGE	MAJOR MEDICAL/SURG. SINGLE AND FAMILY COVERAGE	DENTAL CARE - SINGLE AND FAMILY COVERAGE	VISION CARE-SINGLE AND FAMILY COVERAGE	GROUP LIFE	SEVERANCE PAY GRANTED	TUITION COSTS PAID	PROFESSIONAL DUES PAID	
12	13	14	15	16	17	18	19	
S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	MORE THAN 1/2	NO	NO	NO	597
S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	598
S MORE THAN 1/2 F LESS THAN 1/2	S MORE THAN 1/2 F LESS THAN 1/2	S MORE THAN 1/2 F LESS THAN 1/F	S NONE NONE	ALL	NO	NO	NO	599
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	600
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	601
S MORE THAN 1/2 F LESS THAN 1/2	S MORE THAN 1/2 F LESS THAN 1/2	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	602
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	603
S MORE THAN 1/2 F ONE - HALF	S MORE THAN 1/2 F ONE - HALF	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	604
S ALL F ALL	S ALL F NONE	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	605
S ALL F MORE THAN 1/2	S ALL F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	606
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	607
S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	608
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	609
S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	MORE THAN 1/2	NO	NO	NO	610
S ALL F MORE THAN 1/2	S ALL F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	611
S ALL F MORE THAN 1/2	S ALL F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	612
S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	613
S MORE THAN 1/2 F MORE THAN 1/2	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	614
S ALL F MORE THAN 1/2	S ALL F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	615
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	616
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	ALL	YES	NO	NO	617
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	618
S LESS THAN 1/2 F NONE	S LESS THAN 1/2 F NONE	S NONE F NONE	S NONE F NONE	MORE THAN 1/2	YES	NO	NO	619
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	620
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	YES	NO	YES	621
S MORE THAN 1/2 F NONE	S MORE THAN 1/2 F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	622
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	YES	YES-PART	NO	623
S MORE THAN 1/2 F NONE	S MORE THAN 1/2 F NONE	S MORE THAN 1/2 F NONE	S NONE F NONE	MORE THAN 1/2	NO	NO	YES	624
S MORE THAN 1/2 F NONE	S MORE THAN 1/2 F NONE	S ALL F NONE	S NONE F NONE	ALL	NO	YES-PART	YES	625
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	626

FRINGE BENEFITS FOR ADMINISTRATIVE AND

SCHOOL SYSTEM AND ENROLLMENT (FOOTNOTE)	LEAVE PROVISIONS: VACATION MAX. ACCUMULATION DAYS	VACATION MAX. ACCUMULATION	SICK DAYS	SICK MAX. ACCUMULATION	EMERG.OR PERSONAL CHARGED TO SICK LEAVE DAYS	EMERG.OR PERSONAL CHARGED TO SICK LEAVE	RELIGIOUS CHARGED TO SICK LEAVE DAYS	RELIGIOUS CHARGED TO SICK LEAVE	SABBATICAL MAX. TIME GRANTED	SABBATICAL PORTION OF SALARY PAID
1	2	3	4	5	6	7	8	9	10	11
OREGON (CONTINUED)										
627 KLAMATH FALLS 7,100	15	NONE	10	120	2	NO	NONE	...	NONE	...
628 LAKE OSWEGO (49) 6,700	22	44	12	UNLIMITED	1	NO	NONE	...	1 CAL YEAR	OTHER
629 ROSEBURG (50) 6,900	12	24	12	120	3	NO	NONE	...	1 CAL YEAR	OTHER
630 SALEM 10,444	20	NONE	12	UNLIMITED	3	NO	NONE	...	1 CAL YEAR	MORE THAN 1/2
PENNSYLVANIA										
631 BETHEL PARK (36) 9,093	20	NONE	12	UNLIMITED	3	NO	N.D.	NO	1 CAL YEAR	ONE - HALF
632 CARLISLE 6,500	30	20	10	UNLIMITED	1	NO	NONE	...	2 SEMESTERS	ONE - HALF
633 CLEARFIELD 5,000	20	20	12	UNLIMITED	2	NO	NONE	...	1 CAL YEAR	ONE - HALF
634 FREEDOM 3,100	20	NONE	10	UNLIMITED	2	NO	NONE	...	2 SEMESTERS	ONE - HALF
635 GATEWAY MONROEVILLE 9,000	15	NONE	10	UNLIMITED	3	NO	3	NO	1 CAL YEAR	ONE - HALF
636 LOWER MERION ARDMORE 9,366	22	NONE	11	UNLIMITED	4	NO	4	NO	1 CAL YEAR	ONE - HALF
637 MILLCREEK TWP 9,366	20	NONE	14	UNLIMITED	[illegible]	YES	2	NO	1 CAL YEAR	ONE - HALF
638 MONTOUR MCKEES ROCKS (27) 4,550	20	NONE	15	UNLIMITED	NONE	...	NONE	...	N.D.	ONE - HALF
639 MT LEBANON 8,477	20	30	10	UNLIMITED	3	NO	NONE	...	1 CAL YEAR	ONE - HALF
640 NORTH HILLS 8,700	20	NONE	10	UNLIMITED	3	NO	NONE	...	2 SEMESTERS	ONE - HALF
641 NORTH PENN 11,402	20	NONE	12	UNLIMITED	3	NO	3	NO	2 SEMESTERS	ONE - HALF
642 RIDLEY (5) 9,300	20	NONE	10	UNLIMITED	2	NO	N.D.	YES	1 CAL YEAR	ONE - HALF
643 SPRING COVE 3,070	15	30	10	UNLIMITED	2	NO	2	NO	1 CAL YEAR	ONE - HALF
644 TREDDYFFRIN-EASTTOWN BERWYN (62) 7,800	23	NONE	12	UNLIMITED	N.D.	NO	N.D.	NO	1 CAL YEAR	ONE - HALF
645 UPPER MERION KING OF PRUSSIA (62) 6,300	20	NONE	12	UNLIMITED	...	NO	N.D.	NO	1 CAL YEAR	ONE - HALF
646 WEST SHORE LEMOYNE 9,926	15	15	12	UNLIMITED	2	NO	2	NO	1 CAL YEAR	ONE - HALF
647 WISSAHICKON 4,900	20	40	12	UNLIMITED	5	NO	2	NO	1 CAL YEAR	ONE - HALF
648 YORK 8,486	20	NONE	10	10	2	NO	3	NO	1 CAL YEAR	ONE - HALF
RHODE ISLAND										
649 LINCOLN 3,947	N.D.	...	15	60	NONE	...	3	NO	N.D.	...
650 NORTH KINGSTOWN 7,400	20	30	N.D.	90	3	YES	3	YES	1 CAL YEAR	ONE - HALF
651 WOONSOCKET 8,600	20	20	15	120	2	NO	NONE	...	NONE	...
SOUTH CAROLINA										
652 CHEROKEE CO GAFFN'Y 8,931	10	10	5	15	1	YES	NONE	...	2 SEMESTERS	NONE
653 CHESTERFIELD CO RUBY 8,900	10	NONE	NONE	...	NONE	...	NONE	...	NONE	...
654 GREENWOOD 9,896	15	NONE	6	27	NONE	...	NONE	...	1 CAL YEAR	NONE
655 MARLBORO CO BENNETTSVILLE 7,732	10	N.D.	10	20	5	NO	NONE	...	NONE	...

SUPERVISORY PERSONNEL, 1973 - 1974

INSURANCE PROVISIONS -- AMOUNT PAID BY BOARD				OTHER FRINGE BENEFITS			
HOSPITALIZATION-SINGLE AND FAMILY COVERAGE	MAJOR MEDICAL/SURG. SINGLE AND FAMILY COVERAGE	DENTAL CARE - SINGLE AND FAMILY COVERAGE	VISION CARE- SINGLE AND FAMILY COVERAGE	GROUP LIFE	SEVERANCE PAY GRANTED	TUITION COSTS PAID	PROFESSIONAL DUES PAID	
12	13	14	15	16	17	18	19	
S MORE THAN 1/2 F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	YES	YES-PART	NO	627
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	ALL	NO	YES-PART	NO	628
S NONE F NONE	S MORE THAN 1/2 F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	YES-PART	NO	629
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	YES-PART	NO	630
S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	ALL	YES	YES-PART	NO	631
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	NO	YES-PART	YES	632
S ALL F MORE THAN 1/2	S ALL F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	ALL	YES	NO	YES	633
S ALL F ALL	S ALL F NONE	S NONE F NONE	S NONE F NONE	ALL	YES	YES-PART	NO	634
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	YES	NO	NO	635
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	YES	NO	NO	636
S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	ALL	YES	YES-PART	NO	637
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	YES	YES-PART	NO	638
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	YES	NO	NO	639
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	YES	NO	NO	640
S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	ONE - HALF	YES	YES-PART	NO	641
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	YES	YES-PART	NO	642
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	YES	YES-PART	NO	643
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	NO	YES-PART	YES	644
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	YES	YES-PART	YES	645
S ALL F ONE - HALF	S ALL F ONE - HALF	S NONE F NONE	S NONE F NONE	ALL	YES	NO	NO	646
S ALL F ALL	S ALL F ALL	S ALL F ALL	S NONE F NONE	ALL	NO	YES-PART	YES	647
S ALL F ONE - HALF	S ALL F ONE - HALF	S NONE F NONE	S NONE F NONE	ALL	YES	NO	NO	648
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	NONE	NO	NO	YES	649
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	650
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	NONE	YES	NO	YES	651
S ONE - HALF F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	652
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	YES	YES-UNLIM.	NO	653
S ALL F NONE	S ALL F ...	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	654
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	YES-PART	NO	655

FRINGE BENEFITS FOR ADMINISTRATIVE AND

SCHOOL SYSTEM AND ENROLLMENT (FOOTNOTE)	VACATION		LEAVE PROVISIONS SICK		EMERG. OR PERSONAL		RELIGIOUS		SABBATICAL	
	DAYS	MAX. ACCUMULATION	DAYS	MAX. ACCUMULATION	DAYS	CHARGED TO SICK LEAVE	DAYS	CHARGED TO SICK LEAVE	MAX. TIME GRANTED	PORTION OF SALARY PAID
1	2	3	4	5	6	7	8	9	10	11
SOUTH CAROLINA (CONTINUED)										
656 OCONEE CO WALHALLA 10,219	10	NONE	7	NONE	NONE	...	NONE	...	NONE	...
SOUTH DAKOTA										
657 ABERDEEN 6,257	20	20	10	30	1	NO	NONE	...	1 CAL YEAR	NONE
658 WATERTOWN 3,796	20	NONE	10	UNLIMITED	1	YES	NONE	...	NONE	...
TENNESSEE										
659 BRISTOL (40) 4,400	20	60	12	120	3	NO	N.D.	...	1 CAL YEAR	NONE
660 HAWKINS CO ROGERSVILLE 7,500	10	NONE	11	120	3	NO	NONE	...	1 CAL YEAR	NONE
661 KINGSPORT 7,000	11	NONE	12	120	3	NO	NONE	...	NONE	...
662 LAWRENCE CO LAWRENCEBURG 7,006	10	NONE	10	120	2	NO	NONE	...	NONE	...
663 OAK RIDGE (40) 6,314	N.D.	20	15	UNLIMITED	5	NO	...	NO	1 CAL YEAR	NONE
664 WASHINGTON CO JONESBORO 9,000	10	16	20	120	2	NO	NONE	...	NONE	...
TEXAS										
665 ANGLETON 4,300	10	NONE	10	UNLIMITED	2	NO	NONE	...	NONE	...
666 BRAZOSPORT 10,864	12	5	30	NONE	NONE	...	NONE	...	NONE	...
667 DUMAS 3,012	10	NONE	10	UNLIMITED	1	NO	NONE	...	NONE	...
668 GALENA 10,874	14	NONE	12	90	11	YES	NONE	...	1 CAL YEAR	NONE
669 HIGHLAND PARK 5,068	NONE	5	NONE	...	5	NO	NONE	...	NONE	...
670 LA PORTE 5,050	12	NONE	12	UNLIMITED	7	YES	NONE	...	1 CAL YEAR	NONE
671 MOUNT PLEASANT 3,140	10	20	9	36	NONE	...	NONE	...	NONE	...
672 TEXAS CITY 6,660	NONE	...	12	UNLIMITED	5	YES	NONE	...	NONE	...
673 WEST ORANGE-COVE 6,532	10	30	12	100	NONE	...	NONE	...	NONE	...
UTAH										
674 PROVO 9,000	15	NONE	10	N.D.	3	NO	NONE	...	1 CAL YEAR	ONE - HALF
VIRGINIA										
675 ACCOMACK CO ACCOMAC 6,362	15	25	10	90	1	NO	NONE	...	NONE	...
676 DANVILLE 9,334	10	NONE	12	120	3	NO	NONE	...	NONE	...
677 HANOVER CO ASHLAND 10,371	10	N.D.	10	90	3	NO	NONE	...	NONE	...
678 ROCKBRIDGE CO LEXINGTON 3,885	14	14	10	90	2	NO	NONE	...	NONE	...
679 STAFFORD CO 7,000	10	N.D.	12	100	3	NO	3	NO	1 CAL YEAR	ONE - HALF
680 YORK CO YORKTOWN 8,400	15	30	10	90	3	NO	NONE	...	1 CAL YEAR	LESS THAN 1/2
WASHINGTON										
681 BELLINGHAM 9,200	NONE	...	10	180	3	NO	NONE	...	1 CAL YEAR	ONE - HALF
682 BREMERTON (31) 7,500	30	N.D.	N.D.	...	5	NO	NONE	...	1 CAL YEAR	OTHER

SUPERVISORY PERSONNEL, 1973 - 1974

INSURANCE PROVISIONS -- AMOUNT PAID BY BOARD								OTHER FRINGE BENEFITS			
HOSPITALIZATION- SINGLE AND FAMILY COVERAGE		MAJOR MEDICAL/SURG. SINGLE AND FAMILY COVERAGE		DENTAL CARE - SINGLE AND FAMILY COVERAGE		VISION CARE- SINGLE AND FAMILY COVERAGE		GROUP LIFE	SEVERANCE PAY GRANTED	TUITION COSTS PAID	PROFESSIONAL DUES PAID	
12		13		14		15		16	17	18	19	
S	NONE	S	NONE	S	NONE	S	NONE	NONE	NO	NO	NO	656
F	NONE	F	NONE	F	NONE	F	NONE					
S	NONE	S	ALL	S	NONE	S	NONE	NONE	NO	NO	NO	657
F	NONE	F	...	F	NONE	F	NONE					
S	NONE	S	...	S	NONE	S	NONE	NONE	NO	NO	NO	658
F	NONE	F	ALL	F	NONE	F	NONE					
S	ALL	S	ALL	S	NONE	S	NONE	ALL	NO	NO	NO	659
F	NONE	F	NONE	F	NONE	F	NONE					
S	NONE	S	NONE	S	NONE	S	NONE	NONE	NO	NO	NO	660
F	NONE	F	NONE	F	NONE	F	NONE					
S	NONE	S	NONE	S	NONE	S	NONE	NONE	NO	NO	NO	661
F	NONE	F	NONE	F	NONE	F	NONE					
S	NONE	S	NONE	S	NONE	S	NONE	NONE	NO	NO	NO	662
F	NONE	F	NONE	F	NONE	F	NONE					
S	ALL	S	ALL	S	NONE	S	NONE	NONE	YES	NO	NO	663
F	NONE	F	NONE	F	NONE	F	NONE					
S	LESS THAN 1/2	S	NONE	S	NONE	S	NONE	NONE	NO	NO	NO	664
F	NONE	F	NONE	F	NONE	F	NONE					
S	NONE	S	NONE	S	NONE	S	NONE	NONE	NO	NO	YES	665
F	NONE	F	NONE	F	NONE	F	NONE					
S	NONE	S	NONE	S	NONE	S	NONE	NONE	NO	NO	NO	666
F	NONE	F	NONE	F	NONE	F	NONE					
S	MORE THAN 1/2	S	MORE THAN 1/2	S	NONE	S	NONE	NONE	NO	NO	NO	667
F	LESS THAN 1/2	F	LESS THAN 1/2	F	NONE	F	NONE					
S	MORE THAN 1/2	S	MORE THAN 1/2	S	NONE	S	NONE	ALL	YES	YES-PART	NO	668
F	LESS THAN 1/2	F	LESS THAN 1/2	F	NONE	F	NONE					
S	MORE THAN 1/2	S	MORE THAN 1/2	S	NONE	S	NONE	NONE	NO	YES-PART	NO	669
F	LESS THAN 1/2	F	LESS THAN 1/2	F	NONE	F	NONE					
S	ALL	S	ALL	S	NONE	S	NONE	NONE	YES	YES-PART	NO	670
F	NONE	F	NONE	F	NONE	F	NONE					
S	NONE	S	NONE	S	NONE	S	NONE	NONE	NO	NO	NO	671
F	NONE	F	NONE	F	NONE	F	NONE					
S	LESS THAN 1/2	S	LESS THAN 1/2	S	NONE	S	NONE	LESS THAN 1/2	NO	NO	NO	672
F	LESS THAN 1/2	F	LESS THAN 1/2	F	NONE	F	NONE					
S	LESS THAN 1/2	S	NONE	S	NONE	S	NONE	NONE	NO	NO	NO	673
F	LESS THAN 1/2	F	NONE	F	NONE	F	NONE					
S	ALL	S	ALL	S	NONE	S	NONE	NONE	YES	NO	NO	674
F	ALL	F	ALL	F	NONE	F	NONE					
S	NONE	S	NONE	S	NONE	S	NONE	NONE	NO	YES-PART	NO	675
F	NONE	F	NONE	F	NONE	F	NONE					
S	MORE THAN 1/2	S	NONE	S	NONE	S	NONE	ALL	YES	YES-PART	NO	676
F	NONE	F	NONE	F	NONE	F	NONE					
S	LESS THAN 1/2	S	LESS THAN 1/2	S	NONE	S	NONE	NONE	NO	NO	NO	677
F	LESS THAN 1/2	F	LESS THAN 1/2	F	NONE	F	NONE					
S	NONE	S	NONE	S	NONE	S	NONE	NONE	NO	YES-PART	NO	678
F	NONE	F	NONE	F	NONE	F	NONE					
S	NONE	S	NONE	S	NONE	S	NONE	NONE	NO	YES-PART	YES	679
F	NONE	F	NONE	F	NONE	F	NONE					
S	LESS THAN 1/2	S	LESS THAN 1/2	S	NONE	S	NONE	NONE	NO	YES-UNLIM.	NO	680
F	LESS THAN 1/2	F	LESS THAN 1/2	F	NONE	F	NONE					
S	MORE THAN 1/2	S	MORE THAN 1/2	S	NONE	S	NONE	NONE	NO	YES-PART	YES	681
F	MORE THAN 1/2	F	MORE THAN 1/2	F	NONE	F	NONE					
S	...	S	...	S	...	S	...	...	NO	NO	NO	682
F	...	F	...	F	...	F	...					

FRINGE BENEFITS FOR ADMINISTRATIVE AND

SCHOOL SYSTEM AND ENROLLMENT (FOOTNOTE)	VACATION		LEAVE PROVISIONS SICK		EMERG. OR PERSONAL		RELIGIOUS		SABBATICAL	
	DAYS	MAX. ACCUMULATION	DAYS	MAX. ACCUMULATION	DAYS	CHARGED TO SICK LEAVE	DAYS	CHARGED TO SICK LEAVE	MAX. TIME GRANTED	PORTION OF SALARY PAID
1	2	3	4	5	6	7	8	9	10	11
WASHINGTON (CONTINUED)										
683 CENTRAL VALLEY 356 SPOKANE 9,873	15	N.D.	10	180	5	NO	N.D.	NO	NONE	...
684 FRANKLIN PIERCE TACOMA (32) 7,990	NONE	...	10	180	5	NO	NONE	...	2 SEMESTERS	ONE - HALF
685 LONGVIEW (35) 8,200	N.D.	N.D.	10	180	1	NO	NONE	...	1 CAL YEAR	OTHER
686 MERCER ISLAND 5,454	20	NONE	10	180	1	NO	NONE	...	1 CAL YEAR	MORE THAN 1/2
687 NORTHSHORE (9) 10,500	23	46	10	180	2	NO	NONE	...	2 SEMESTERS	OTHER
688 BATTLE GROUND 4,572	NONE	...	10	180	NONE	...	NONE	...	1 CAL YEAR	ONE - HALF
WEST VIRGINIA										
689 MONONGALIA CO MORGANTOWN 10,900	20	N.D.	15	60	NONE	...	NONE	...	NONE	...
WISCONSIN										
690 BROWN DEER 3,100	20	NONE	12	126	2	NO	1	NO	NONE	...
691 FOND DU LAC 8,400	20	NONE	12	140	5	NO	NONE	...	1 CAL YEAR	NONE
692 NEENAH 7,799	22	NONE	12	120	2	YES	NONE	...	NONE	...
693 OAK CREEK 5,158	21	NONE	12	UNLIMITED	2	YES	NONE	...	2 SEMESTERS	NONE
694 OCONOMOWOC (30) 5,480	20	NONE	14	90	N.D.	NO	NONE	...	OTHER	OTHER
695 WEST BEND 6,740	22	22	12	120	N.D.	NO	NONE	...	NONE	...
696 WISCONSIN RAPIDS 7,600	30	NONE	10	120	2	NO	NONE	...	2 SEMESTERS	NONE
WYOMING										
697 SHERIDAN (39) 3,335	N.D.	...	10	60	5	YES	NONE	...	1 CAL YEAR	NONE
ENROLLMENT 300 TO 2,999										
ALABAMA										
698 ATTALLA (1) 1,921	10	NONE	12	NONE	NONE	...	NONE	...	NONE	...
ARIZONA										
699 MOHAVE CO (H S) 2,100	30	N.D.	10	UNLIMITED	2	NO	NONE	...	NONE	...
ARKANSAS										
700 CAMDEN 2,600	10	10	10	40	10	YES	NONE	...	NONE	...
701 CLINTON 898	NONE	...	6	30	NONE	...	NONE	...	NONE	...
702 SILOAM SPRINGS 1,810	10	NONE	6	30	3	NO	NONE	...	NONE	...
CALIFORNIA										
703 BEAR VALLEY BIG BEAR LAKE 1,700	22	N.D.	12	UNLIMITED	6	YES	NONE	...	1 CAL YEAR	ONE - HALF
704 BUCKEYE DIST REDDING (ELEM) 512	20	N.D.	12	UNLIMITED	3	YES	NONE	...	NONE	...
705 BURLINGAME (8) 2,540	30	NONE	12	UNLIMITED	6	YES	1	NO	1 CAL YEAR	ONE - HALF
706 CALIPATRIA 1,200	21	N.D.	12	UNLIMITED	3	NO	NONE	...	NONE	...
707 CARPINTERIA 2,600	22	31	10	UNLIMITED	6	YES	6	YES	1 CAL YEAR	ONE - HALF
708 HILLSBOROUGH 1,309	22	10	10	UNLIMITED	10	YES	NONE	...	NONE	...

SUPERVISORY PERSONNEL, 1973 - 1974

	INSURANCE PROVISIONS -- AMOUNT PAID BY BOARD					OTHER FRINGE BENEFITS			
	HOSPITALIZATION-SINGLE AND FAMILY COVERAGE	MAJOR MEDICAL/SURG. SINGLE AND FAMILY COVERAGE	DENTAL CARE - SINGLE AND FAMILY COVERAGE	VISION CARE-SINGLE AND FAMILY COVERAGE	GROUP LIFE	SEVERANCE PAY GRANTED	TUITION COSTS PAID	PROFESSIONAL DUES PAID	
	12	13	14	15	16	17	18	19	
S	NONE	S MORE THAN 1/2	S NONE	S NONE	NONE	NO	NO	YES	683
F	NONE	F MORE THAN 1/2	F NONE	F NONE					
S	...	S ...	S ...	S ...	...	NO	NO	NO	684
F	...	F ...	F ...	F ...					
S	...	S ...	S ...	S ...	...	NO	YES-PART	NO	685
F	...	F ...	F ...	F ...					
S	ALL	S ALL	S NONE	S NONE	NONE	NO	NO	YES	686
F	NONE	F NONE	F NONE	F NONE					
S	NONE	S N.D.	S N.D.	S N.D.	N.D.	NO	NO	NO	687
F	N.D.	F ...	F N.D.	F N.D.					
S	LESS THAN 1/2	S LESS THAN 1/2	S NONE	S NONE	NONE	NO	NO	NO	688
F	LESS THAN 1/2	F LESS THAN 1/2	F NONE	F NONE					
S	MORE THAN 1/2	S MORE THAN 1/2	S NONE	S NONE	MORE THAN 1/2	NO	NO	NO	689
F	MORE THAN 1/2	F MORE THAN 1/2	F NONE	F NONE					
S	ALL	S ALL	S NONE	S ...	ALL	NO	YES-PART	YES	690
F	ALL	F ALL	F NONE	F ...					
S	ALL	S ALL	S NONE	S NONE	ALL	NO	NO	NO	691
F	ALL	F ALL	F NONE	F NONE					
S	ALL	S ALL	S NONE	S NONE	ALL	NO	YES-PART	NO	692
F	ALL	F ALL	F NONE	F NONE					
S	ALL	S ALL	S NONE	S NONE	ALL	NO	NO	YES	693
F	ALL	F ALL	F NONE	F NONE					
S	ALL	S ALL	S NONE	S NONE	ALL	NO	NO	NO	694
F	ALL	F ALL	F NONE	F NONE					
S	ALL	S ALL	S NONE	S NONE	LESS THAN 1/2	NO	NO	YES	695
F	ALL	F ALL	F NONE	F NONE					
S	ALL	S ALL	S NONE	S NONE	ALL	NO	NO	YES	696
F	ALL	F ALL	F NONE	F NONE					
S	...	S ...	S ...	S ...	...	NO	NO	NO	697
F	...	F ...	F ...	F ...					
S	...	S ...	S ...	S ...	...	N.D.	NO	NO	698
F	...	F ...	F ...	F ...					
S	ALL	S ALL	S NONE	S NONE	ALL	NO	NO	NO	699
F	NONE	F NONE	F NONE	F NONE					
S	NONE	S NONE	S NONE	S NONE	NONE	NO	NO	YES	700
F	NONE	F NONE	F NONE	F NONE					
S	NONE	S NONE	S NONE	S NONE	NONE	NO	NO	NO	701
F	NONE	F NONE	F NONE	F NONE					
S	ALL	S ALL	S NONE	S NONE	ALL	NO	YES-PART	YES	702
F	N.D.	F ...	F NONE	F NONE					
S	ALL	S ALL	S ALL	S NONE	NONE	N.D.	NO	NO	703
F	ALL	F ALL	F ALL	F NONE					
S	ALL	S ALL	S NONE	S NONE	NONE	N.D.	NO	YES	704
F	ALL	F ALL	F NONE	F NONE					
S	ALL	S ALL	S ALL	S NONE	NONE	NO	NO	NO	705
F	MORE THAN 1/2	F MORE THAN 1/2	F MORE THAN 1/2	F NONE					
S	MORE THAN 1/2	S MORE THAN 1/2	S NONE	S NONE	NONE	NO	NO	NO	706
F	LESS THAN 1/2	F LESS THAN 1/2	F NONE	F NONE					
S	ALL	S ALL	S NONE	S NONE	NONE	NO	NO	NO	707
F	NONE	F NONE	F NONE	F NONE					
S	MORE THAN 1/2	S MORE THAN 1/2	S ALL	S NONE	NONE	NO	NO	NO	708
F	MORE THAN 1/2	F MORE THAN 1/2	F NONE	F NONE					

FRINGE BENEFITS FOR ADMINISTRATIVE AND

SCHOOL SYSTEM AND ENROLLMENT (FOOTNOTE)	LEAVE PROVISIONS: VACATION DAYS	VACATION MAX. ACCUMULATION	SICK DAYS	SICK MAX. ACCUMULATION	EMERG. OR PERSONAL DAYS	EMERG. OR PERSONAL CHARGED TO SICK LEAVE	RELIGIOUS DAYS	RELIGIOUS CHARGED TO SICK LEAVE	SABBATICAL MAX. TIME GRANTED	SABBATICAL PORTION OF SALARY PAID
1	2	3	4	5	6	7	8	9	10	11
CALIFORNIA (CONTINUED)										
709 MENLO PARK (ELEM) 1,530	28	60	10	UNLIMITED	6	YES	N.D.	N.D.	1 CAL YEAR	ONE - HALF
710 PATTERSON 2,288	20	N.D.	12	UNLIMITED	3	YES	N.D.	...	NONE	...
711 PIEDMONT 2,580	30	NONE	10	UNLIMITED	3	NO	2	NO	2 SEMESTERS	ONE - HALF
712 PLACERVILLE 1,101	20	NONE	10	UNLIMITED	6	YES	NONE	...	NONE	...
713 ST HELENA (20) 1,550	30	40	10	UNLIMITED	2	NO	NONE	...	1 CAL YEAR	ONE - HALF
714 SAN CARLOS (ELEM) 2,966	N.D.	...	10	UNLIMITED	6	YES	3	NO	1 CAL YEAR	MORE THAN 1/2
715 WOODLAKE (ELEM) 1,100	22	N.D.	12	UNLIMITED	6	YES	1	YES	NONE	...
COLORADO										
716 CHEYENNE WELLS 320	12	12	12	30	2	YES	NONE	...	NONE	...
717 WOODLAND PARK 1,200	20	N.D.	10	UNLIMITED	2	NO	NONE	...	1 CAL YEAR	ONE - HALF
CONNECTICUT										
718 NEW HARTFORD 670	N.D.	...	15	150	7	NO	7	NO	2 SEMESTERS	ONE - HALF
719 WOODBURY (14) 1,972	20	UNLIMITED	15	UNLIMITED	5	NO	N.D.	NO	1 CAL YEAR	ONE - HALF
GEORGIA										
720 CLINCH CO HOMERVILLE 1,850	NONE	...	NONE	...	NONE	...	NONE	...	1 CAL YEAR	NONE
ILLINOIS										
721 ATHENS 871	20	NONE	10	90	NONE	...	NONE	...	NONE	...
722 COUNTRY CLUB HILLS (ELEM) 1,399	20	NONE	12	130	2	NO	2	NO	NONE	...
723 FAIRFIELD (H S) 670	10	N.D.	10	90	NONE	...	NONE	...	NONE	...
724 GALENA 1,243	20	NONE	10	90	NONE	...	NONE	...	NONE	...
725 GLENCOE (ELEM) 1,650	20	N.D.	N.D.	UNLIMITED	2	NO	N.D.	NO	1 CAL YEAR	MORE THAN 1/2
726 HIGHLAND PARK (ELEM) 1,340	20	20	15	200	2	NO	3	NO	1 CAL YEAR	ONE - HALF
727 HUNTLEY 816	20	20	10	90	1	NO	NONE	...	NONE	...
728 LEMONT TWP (H S) 700	NONE	...	NONE	...	NONE	...	NONE	...	2 SEMESTERS	LESS THAN 1/2
729 LINCOLNWOOD (ELEM) 1,600	20	NONE	13	UNLIMITED	3	YES	3	YES	1 CAL YEAR	ONE - HALF
730 NORTH BOONE POPLAR GROVE 1,208	20	N.D.	10	90	2	NO	2	NO	NONE	...
731 PONTIAC 429 (ELEM) 1,624	NONE	...	10	90	2	NO	NONE	...	NONE	...
732 RIVERDALE 100 PORT BYRON 1,675	20	20	10	120	2	NO	NONE	...	NONE	...
733 RIVERTON (27) 1,094	20	20	12	120	NONE	...	NONE	...	OTHER	...
734 SPRING VALLEY (ELEM) 1,025	10	NONE	10	120	1	NO	NONE	...	1 CAL YEAR	ONE - HALF
735 STAUNTON 1,100	N.D.	...	10	180	NONE	...	NONE	...	NONE	...
736 V I T TABLE GROVE 738	10	NONE	10	90	N.D.	...	...	NO	NONE	...

SUPERVISORY PERSONNEL, 1973 - 1974

INSURANCE PROVISIONS -- AMOUNT PAID BY BOARD					OTHER FRINGE BENEFITS			
HOSPITALIZATION-SINGLE AND FAMILY COVERAGE	MAJOR MEDICAL/SURG. SINGLE AND FAMILY COVERAGE	DENTAL CARE - SINGLE AND FAMILY COVERAGE	VISION CARE- SINGLE AND FAMILY COVERAGE	GROUP LIFE	SEVERANCE PAY GRANTED	TUITION COSTS PAID	PROFESSIONAL DUES PAID	
12	13	14	15	16	17	18	19	
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	709
S ALL F NONE	S ALL F NONE	S ALL F NONE	S NONE F NONE	NONE	NO	NO	NO	710
S ALL F NONE	S ALL F NONE	S ALL F NONE	S NONE F NONE	NONE	NO	NO	NO	711
S ALL F LESS THAN 1/2	S ALL F LESS THAN 1/2	S NONE F NONE	S NONE F NONE	NONE	NO	NO	YES	712
S ... F ...	S F	S ... F ...	S ... F ...	...	NO	NO	NO	713
S ONE - HALF F ONE - HALF	S NONE F NONE	S ALL F NONE	S NONE F NONE	NONE	NO	NO	NO	714
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	715
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	NONE	YES	YES-PART	NO	716
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	717
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	NO	YES-PART	YES	718
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	NO	NO	YES	719
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	YES-UNLIM.	NO	720
S ALL F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	721
S ALL F LESS THAN 1/2	S ALL F LESS THAN 1/2	S NONE F NONE	S NONE F NONE	NONE	NO	NO	YES	722
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	YES	723
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	YES	YES-UNLIM.	YES	724
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	NONE	YES	NO	YES	725
S ALL F ONE - HALF	S ALL F ONE - HALF	S ALL F ONE - HALF	S ALL F ONE - HALF	ALL	NO	NO	NO	726
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	YES-UNLIM.	NO	727
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	728
S MORE THAN 1/2 F ONE - HALF	S MORE THAN 1/2 F ONE - HALF	S NONE F NONE	S NONE F NONE	ALL	NO	YES-PART	NO	729
S ALL F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	YES-PART	NO	730
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	YES-PART	YES	731
S NONE F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	732
S ALL F ONE - HALF	S ALL F ONE - HALF	S NONE F NONE	S NONE F NONE	ALL	YES	NO	NO	733
S NONE F NONE	S ALL F ONE - HALF	S NONE F NONE	S NONE F NONE	NONE	NO	NO	YES	734
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	YES	NO	NO	735
S NONE F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	736

FRINGE BENEFITS FOR ADMINISTRATIVE AND

SCHOOL SYSTEM AND ENROLLMENT (FOOTNOTE)	VACATION		LEAVE PROVISIONS SICK		EMERG. OR PERSONAL		RELIGIOUS		SABBATICAL	
	DAYS	MAX. ACCUMULATION	DAYS	MAX. ACCUMULATION	DAYS	CHARGED TO SICK LEAVE	DAYS	CHARGED TO SICK LEAVE	MAX. TIME GRANTED	PORTION OF SALARY PAID
1	2	3	4	5	6	7	8	9	10	11
ILLINOIS (CONTINUED)										
737 WINNETKA (ELEM) 2,200	20	NONE	10	90	2	NO	NONE	...	NONE	...
738 WOOD DALE 7 (ELEM) 1,531	25	NONE	10	90	2	NO	2	YES	1 CAL YEAR	ONE - HALF
739 WORTH (ELEM) 2,000	20	NONE	12	120	2	YES	NONE	...	NONE	...
INDIANA										
740 BALL-REEVE (66) 859	10	NONE	7	120	2	YES	NONE	...	NONE	...
741 WEST WASHINGTON (5) 1,220	25	NONE	7	90	2	NO	N.D.	NO	NONE	...
IOWA										
742 CEDAR VALLEY SCHOOLS 378	20	20	15	90	5	NO	1	NO	NONE	...
743 ENGLISH VALLEYS 738	15	NONE	15	90	5	NO	NONE	...	NONE	...
744 RED OAK 1,802	10	NONE	15	90	5	NO	NONE	...	NONE	...
745 SIDNEY 518	10	10	10	90	N.D.	...	N.D.	...	NONE	...
746 SOUTH CLAY 434	N.D.	10	N.D.	...	2	NO	NONE	...	NONE	...
747 TIPTON 1,259	21	21	15	15	2	NO	NONE	...	NONE	...
748 WALNUT 360	12	NONE	15	90	1	NO	NONE	...	NONE	...
749 WAUKEE 975	10	NONE	15	90	NONE	...	NONE	...	NONE	...
KANSAS										
750 HOLCOMB 375	NONE	...	15	90	2	YES	NONE	...	1 SEMESTER	...
751 LYONS 1,150	15	15	10	65	2	NO	NONE	...	NONE	...
752 MCLOUTH 513	30	30	9	25	2	NO	...	...	NONE	...
753 OAKLEY 745	30	NONE	N.D.	90	N.D.	NO	NONE	...	NONE	...
KENTUCKY										
754 BUTLER CO MORGANTOWN 2,303	10	10	10	60	3	NO	NONE	...	NONE	...
755 FAIRVIEW ASHLAND 1,150	14	14	10	90	3	NO	NONE	...	NONE	...
756 HARLAN CITY 1,242	10	NONE	10	UNLIMITED	3	NO	NONE	...	NONE	...
LOUISIANA										
757 CALDWELL PARISH COLUMBIA (9) 2,500	10	NONE	10	UNLIMITED	N.D.	NO	NONE	...	1 CAL YEAR	OTHER
MAINE										
758 FALMOUTH 1,647	NONE	...	15	120	1	NO	NONE	...	1 CAL YEAR	ONE - HALF
759 WELLS 1,295	NONE	...	12	120	2	YES	N.D.	...	2 SEMESTERS	ONE - HALF
MASSACHUSETTS										
760 WELLESLEY 6,016	30	NONE	15	180	3	NO	NONE	...	1 CAL YEAR	ALL
761 WRENTHAM 785	20	NONE	18	UNLIMITED	5	NO	5	NO	NONE	...

SUPERVISORY PERSONNEL, 1973 - 1974

INSURANCE PROVISIONS -- AMOUNT PAID BY BOARD					OTHER FRINGE BENEFITS			
HOSPITALIZATION-SINGLE AND FAMILY COVERAGE	MAJOR MEDICAL/SURG. SINGLE AND FAMILY COVERAGE	DENTAL CARE - SINGLE AND FAMILY COVERAGE	VISION CARE- SINGLE AND FAMILY COVERAGE	GROUP LIFE	SEVERANCE PAY GRANTED	TUITION COSTS PAID	PROFESSIONAL DUES PAID	
12	13	14	15	16	17	18	19	
S ONE - HALF F NONE	S ONE - HALF F NONE	S NONE F NONE	S NONE F NONE	ONE - HALF	NO	NO	YES	737
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	NO	YES-PART	YES	738
S LESS THAN 1/2 F LESS THAN 1/2	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	YES-PART	NO	739
S NONE F N.C.	S N.C. F ...	S NONE F NONE	S NONE F NONE	N.C.	NO	NO	NO	740
S MORE THAN 1/2 F NONE	S MORE THAN 1/2 F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	YES-PART	NO	741
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	742
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	NONE	NO	YES-PART	YES	743
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	744
S LESS THAN 1/2 F LESS THAN 1/2	S LESS THAN 1/2 F LESS THAN 1/2	S NONE F NONE	S NONE F NONE	NONE	NO	NO	YES	745
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	746
S ALL F LESS THAN 1/2	S ALL F LESS THAN 1/2	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	747
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	748
S ALL F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	749
S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S NONE F NONE	NONE	NO	YES-PART	NO	750
S LESS THAN 1/2 F LESS THAN 1/2	S LESS THAN 1/2 F LESS THAN 1/2	S LESS THAN 1/2 F LESS THAN 1/2	S NONE F NONE	NONE	NO	NO	NO	751
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	752
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	YES	753
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	754
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	YES	755
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	756
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	YES	NO	NO	757
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	YES	YES-PART	YES	758
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	YES	759
S ONE - HALF F ONE - HALF	S ONE - HALF F ONE - HALF	S NONE F NONE	S NONE F NONE	ONE - HALF	NO	NO	YES	760
S ONE - HALF F ONE - HALF	S NONE F NONE	S NONE F NONE	S NONE F NONE	ONE - HALF	NO	YES-PART	YES	761

FRINGE BENEFITS FOR ADMINISTRATIVE AND

SCHOOL SYSTEM AND ENROLLMENT (FOOTNOTE)	LEAVE PROVISIONS VACATION DAYS	VACATION MAX. ACCUMULATION	SICK DAYS	SICK MAX. ACCUMULATION	EMERG. OR PERSONAL DAYS	EMERG. OR PERSONAL CHARGED TO SICK LEAVE	RELIGIOUS DAYS	RELIGIOUS CHARGED TO SICK LEAVE	SABBATICAL MAX. TIME GRANTED	SABBATICAL PORTION OF SALARY PAID
1	2	3	4	5	6	7	8	9	10	11
MICHIGAN										
762 ATHENS 1,121	N.D.	N.D.	12	100	NONE	...	NONE	...	NONE	...
763 BESSEMER TWP RAMSAY 300	30	30	10	100	2	NO	NONE	...	1 CAL YEAR	NONE
764 HURON DIST NEW BOSTON 2,212	25	NONE	12	100	NONE	...	NONE	...	NONE	...
765 LESLIE 1,543	35	NONE	12	N.D.	2	NO	NONE	...	NONE	...
766 MASON CO CUSTER 700	5	15	10	UNLIMITED	2	NO	NONE	...	NONE	...
767 MEMPHIS 1,145	20	NONE	12	UNLIMITED	2	NO	NONE	...	NONE	...
768 RAVENNA 1,428	15	40	11	UNLIMITED	2	YES	NONE	...	1 CAL YEAR	NONE
MINNESOTA										
769 ADRIAN 830	20	NONE	15	90	2	NO	NONE	...	NONE	...
770 BRANDON 500	21	NONE	12	60	NONE	...	NONE	...	NONE	...
771 CANBY 1,245	15	NONE	13	94	7	NO	NONE	...	1 CAL YEAR	ONE - HALF
772 CANNON FALLS 1,700	15	UNLIMITED	12	UNLIMITED	1	NO	1	YES	1 CAL YEAR	ONE - HALF
773 HILLS-BEAVER CREEK 600	30	NONE	15	175	2	YES	NONE	...	NONE	...
774 LE CENTER 975	NONE	...	11	70	2	YES	NONE	...	NONE	...
775 MEDFORD 700	NONE	...	10	60	2	YES	NONE	...	NONE	...
776 MILACA 2,100	15	15	12	120	2	NO	NONE	...	NONE	...
777 NEW RICHLAND 875	10	10	10	100	5	YES	NONE	...	NONE	...
MISSOURI										
778 AVA (27) 1,700	10	NONE	9	N.D.	2	YES	NONE	...	OTHER	OTHER
779 CLAYTON (5) 2,225	20	NONE	N.D.	180	3	NO	N.D.	NO	1 CAL YEAR	ONE - HALF
780 CRAWFORD CO BOURBON 956	10	NONE	7	35	3	NO	NONE	...	NONE	...
781 CROCKER 660	NONE	...	6	40	NONE	...	NONE	...	NONE	...
782 HILLSBORO 2,600	20	20	10	60	2	YES	NONE	...	NONE	...
783 LICKING 900	10	NONE	9	25	1	YES	NONE	...	NONE	...
784 MARQUARD 341	10	NONE	5	25	NONE	...	NONE	...	NONE	...
785 WELLSTON 1,800	20	NONE	10	70	2	NO	NONE	...	NONE	...
786 WOODLAND 1,050	12	NONE	7	25	2	YES	2	YES	NONE	...
MONTANA										
787 LINCOLN CO EUREKA (40) 309	10	20	10	30	N.D.	YES	N.D.	NO	NONE	...
788 POLSON 1,229	20	20	10	60	5	NO	NONE	...	NONE	...
789 RED LODGE (40) 575	14	NONE	10	40	N.D.	NO	NONE	...	NONE	...

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INSURANCE PROVISIONS -- AMOUNT PAID BY BOARD																OTHER FRINGE BENEFITS			
HOSPITALIZATION-SINGLE AND FAMILY COVERAGE			MAJOR MEDICAL/SURG. SINGLE AND FAMILY COVERAGE			DENTAL CARE - SINGLE AND FAMILY COVERAGE			VISION CARE- SINGLE AND FAMILY COVERAGE			GROUP LIFE				SEVERANCE PAY GRANTED	TUITION COSTS PAID	PROFESSIONAL DUES PAID	
12			13			14			15			16				17	18	19	
S	ALL		S	ALL		S	NONE		S	NONE		NONE				NO	NO	YES	762
F	ALL		F	ALL		F	NONE		F	NONE									
S	ALL		S	ALL		S	NONE		S	NONE		NONE				YES	NO	NO	763
F	ALL		F	ALL		F	NONE		F	NONE									
S	ALL		S	ALL		S	ALL		S	NONE		ALL				NO	NO	YES	764
F	ALL		F	ALL		F	ALL		F	NONE									
S	NONE		S	ALL		S	NONE		S	NONE		ALL				NO	NO	YES	765
F	NONE		F	ALL		F	NONE		F	NONE									
S	NONE		S	NONE		S	NONE		S	NONE		NONE				NO	YES-UNLIM.	YES	766
F	NONE		F	NONE		F	NONE		F	NONE									
S	ALL		S	NONE		S	NONE		S	NONE		ALL				NO	NO	NO	767
F	ALL		F	NONE		F	NONE		F	NONE									
S	MORE THAN 1/2		S	NONE		S	NONE		S	NONE		NONE				YES	YES-UNLIM.	NO	768
F	MORE THAN 1/2		F	NONE		F	NONE		F	NONE									
S	MORE THAN 1/2		S	MORE THAN 1/2		S	NONE		S	NONE		NONE				NO	NO	YES	769
F	MORE THAN 1/2		F	MORE THAN 1/2		F	NONE		F	NONE									
S	ALL		S	ALL		S	NONE		S	NONE		NONE				NO	NO	NO	770
F	ALL		F	ALL		F	NONE		F	NONE									
S	ALL		S	ALL		S	NONE		S	NONE		NONE				NO	YES-PART	YES	771
F	ALL		F	ALL		F	NONE		F	NONE									
S	ALL		S	ALL		S	ALL		S	NONE		NONE				NO	NO	NO	772
F	ALL		F	ALL		F	ALL		F	NONE									
S	ALL		S	ALL		S	NONE		S	NONE		NONE				NO	NO	YES	773
F	NONE		F	NONE		F	NONE		F	NONE									
S	ALL		S	ALL		S	NONE		S	NONE		NONE				NO	NO	YES	774
F	NONE		F	NONE		F	NONE		F	NONE									
S	ALL		S	ALL		S	NONE		S	NONE		NONE				NO	NO	NO	775
F	LESS THAN 1/2		F	LESS THAN 1/2		F	NONE		F	NONE									
S	ALL		S	ALL		S	NONE		S	NONE		NONE				NO	YES-PART	YES	776
F	ALL		F	ALL		F	NONE		F	NONE									
S	MORE THAN 1/2		S	MORE THAN 1/2		S	NONE		S	NONE		NONE				NO	NO	NO	777
F	MORE THAN 1/2		F	MORE THAN 1/2		F	NONE		F	NONE									
S	NONE		S	NONE		S	NONE		S	NONE		NONE				YES	NO	NO	778
F	NONE		F	NONE		F	NONE		F	NONE									
S	ALL		S	ALL		S	NONE		S	NONE		ALL				NO	NO	NO	779
F	NONE		F	NONE		F	NONE		F	NONE									
S	ALL		S	ALL		S	NONE		S	NONE		ALL				NO	NO	NO	780
F	NONE		F	NONE		F	NONE		F	NONE									
S	NONE		S	NONE		S	NONE		S	NONE		NONE				NO	NO	NO	781
F	NONE		F	NONE		F	NONE		F	NONE									
S	ALL		S	ALL		S	NONE		S	NONE		NONE				NO	NO	YES	782
F	NONE		F	NONE		F	NONE		F	NONE									
S	ALL		S	ALL		S	NONE		S	NONE		ALL				NO	NO	NO	783
F	NONE		F	NONE		F	NONE		F	NONE									
S	ALL		S	NONE		S	NONE		S	NONE		ALL				NO	NO	NO	784
F	NONE		F	NONE		F	NONE		F	NONE									
S	ALL		S	ALL		S	NONE		S	NONE		ALL				NO	NO	NO	78.
F	NONE		F	NONE		F	NONE		F	NONE									
S	ALL		S	ALL		S	NONE		S	NONE		ALL				NO	NO	NO	786
F	NONE		F	NONE		F	NONE		F	NONE									
S	LESS THAN 1/2		S	NONE		S	NONE		S	NONE		NONE				YES	NO	NO	787
F	LESS THAN 1/2		F	NONE		F	NONE		F	NONE									
S	MORE THAN 1/2		S	MORE THAN 1/2		S	NONE		S	NONE		NONE				NO	NO	YES	788
F	MORE THAN 1/2		F	MORE THAN 1/2		F	NONE		F	NONE									
S	NONE		S	NONE		S	NONE		S	NONE		NONE				NO	NO	NO	789
F	NONE		F	NONE		F	NONE		F	NONE									

FRINGE BENEFITS FOR ADMINISTRATIVE AND

SCHOOL SYSTEM AND ENROLLMENT (FOOTNOTE)		LEAVE PROVISIONS									
		VACATION		SICK		EMERG. OR PERSONAL		RELIGIOUS		SABBATICAL	
		DAYS	MAX. ACCUMULATION	DAYS	MAX. ACCUMULATION	DAYS	CHARGED TO SICK LEAVE	DAYS	CHARGED TO SICK LEAVE	MAX. TIME GRANTED	PORTION OF SALARY PAID
1		2	3	4	5	6	7	8	9	10	11
NEBRASKA											
790 CENTURA CAIRO	713	NONE	...	30	N.D.	2	NO	NONE	...	NONE	...
791 GOTHENBURG (40)	1,005	NONE	...	10	45	N.D.	NO	NONE	...	NONE	...
792 KENESAW	329	NONE	...	5	30	2	NO	NONE	...	NONE	...
793 LAUREL (40)	550	30	NONE	10	30	N.D.	YES	NONE	...	NONE	...
794 OSMOND	380	NONE	...	5	25	1	NO	NONE	...	NONE	...
795 RUSHVILLE	368	NONE	...	NONE	...	NONE	...	NONE	...	NONE	...
NEW HAMPSHIRE											
796 MILFORD	2,500	20	NONE	15	90	6	NO	NONE	...	NONE	...
797 WEARE 19	460	20	NONE	15	90	2	NO	NONE	...	NONE	...
NEW JERSEY											
798 CLARK (40)	2,740	20	NONE	12	UNLIMITED	N.D.	NO	N.D.	NO	NONE	...
799 ENGLEWOOD CLIFFS	995	20	NONE	10	UNLIMITED	3	NO	NONE	...	NONE	...
800 GLEN ROCK (40)	2,800	31	NONE	25	UNLIMITED	N.D.	NO	N.D.	NO	2 SEMESTERS	MORE THAN 1/2
801 HILLSDALE	1,670	20	NONE	12	UNLIMITED	5	NO	3	NO	NONE	...
802 LEONIA (60)	1,700	20	NONE	10	10	N.D.	NO	NONE	...	N.D.	...
803 MANAHAWKIN	2,452	20	NONE	15	15	6	NO	3	NO	NONE	...
804 POINT PLEASANT	1,319	20	NONE	14	UNLIMITED	6	NO	NONE	...	NONE	...
805 SPRINGFIELD (ELEM)	1,580	NONE	...	20	UNLIMITED	2	NO	NONE	...	1 CAL YEAR	MORE THAN 1/2
806 TINTON FALLS	1,400	30	NONE	N.D.	N.D.	3	NO	NONE	...	1 CAL YEAR	ONE - HALF
807 WOODCLIFF (42)	1,150	20	NONE	15	UNLIMITED	3	NO	N.D.	NO	1 CAL YEAR	ONE - HALF
808 WYCKOFF (60)	2,793	20	20	12	UNLIMITED	N.D.	NO	N.D.	NO	2 SEMESTERS	ONE - HALF
809 AZTEC	1,800	10	60	10	90	3	NO	NONE	...	NONE	...
NEW MEXICO											
810 BERNALILLO	2,835	20	...	15	UNLIMITED	3	YES	NONE	...	NONE	...
811 FORT SUMNER	572	10	30	12	90	2	YES	2	NO	NONE	...
812 MOUNTAINAIR	456	10	20	10	90	10	YES	NONE	...	NONE	...
NEW YORK											
813 ARDSLEY	2,500	20	NONE	15	UNLIMITED	4	NO	NONE	...	2 SEMESTERS	ONE - HALF
814 ATTICA	2,550	20	NONE	17	180	4	NO	NONE	...	1 CAL YEAR	ONE - HALF
815 BYRAM HILLS (60)	2,309	25	NONE	10	180	N.D.	NO	N.D.	NO	NONE	...
816 BRONXVILLE	1,385	20	NONE	12	150	5	NO	5	NO	2 SEMESTERS	MORE THAN 1/2
817 CLYDE-SAVANNAH	1,730	N.D.	...	15	180	5	NO	NONE	...	1 CAL YEAR	ONE - HALF

SUPERVISORY PERSONNEL, 1973 - 1974

INSURANCE PROVISIONS -- AMOUNT PAID BY BOARD						OTHER FRINGE BENEFITS			
HOSPITALIZATION-SINGLE AND FAMILY COVERAGE	MAJOR MEDICAL/SURG. SINGLE AND FAMILY COVERAGE	DENTAL CARE - SINGLE AND FAMILY COVERAGE	VISION CARE- SINGLE AND FAMILY COVERAGE	GROUP LIFE	SEVERANCE PAY GRANTED	TUITION COSTS PAID	PROFESSIONAL DUES PAID	
12	13	14	15	16	17	18	19	
S ALL F ALL	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	790
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	YES	791
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	792
S ALL F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	793
S ALL F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	YES	794
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	YES	795
S ALL F MORE THAN 1/2	S ALL F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	MORE THAN 1/2	NO	YES-PART	YES	796
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	797
S ALL F MORE THAN 1/2	S ALL F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	ALL	NO	YES-PART	NO	798
S ALL F ALL	S ALL F ALL	S ALL F ALL	S NONE F NONE	NONE	NO	YES-PART	NO	799
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	NONE	NO	NO	YES	800
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	NONE	NO	NO	YES	801
S ALL F ALL	S ALL F ALL	S ONE - HALF F ONE - HALF	S NONE F NONE	NONE	NO	YES-PART	YES	802
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	NONE	NO	NO	YES	803
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	NONE	NO	NO	YES	804
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	NONE	NO	YES-PART	NO	805
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	NONE	NO	YES-PART	YES	806
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	NONE	NO	YES-PART	YES	807
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	NONE	NO	YES-PART	NO	808
S ONE - HALF F ONE - HALF	S ONE - HALF F ONE - HALF	S NONE F NONE	S NONE F NONE	NONE	YES	NO	NO	809
S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	MORE THAN 1/2	NO	NO	NO	810
S ONE - HALF F NONE	S ONE - HALF F NONE	S NONE F NONE	S NONE F NONE	ONE - HALF	NO	NO	NO	811
S ONE - HALF F NONE	S ONE - HALF F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	812
S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	813
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	814
S ALL F MORE THAN 1/2	S ALL F MORE THAN 1/2	S ALL F MORE THAN 1/2	S NONE F NONE	ALL	YES	NO	NO	815
S ALL F MORE THAN 1/2	S ALL F MORE THAN 1/2	S ALL F MORE THAN 1/2	S NONE F NONE	ALL	NO	NO	YES	816
S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	817

FRINGE BENEFITS FOR ADMINISTRATIVE AND

SCHOOL SYSTEM AND ENROLLMENT (FOOTNOTE)	VACATION		LEAVE PROVISIONS SICK		EMERG.OR PERSONAL		RELIGIOUS		SABBATICAL	
	DAYS	MAX. ACCUMULATION	DAYS	MAX. ACCUMULATION	DAYS	CHARGED TO SICK LEAVE	DAYS	CHARGED TO SICK LEAVE	MAX. TIME GRANTED	PORTION OF SALARY PAID
1	2	3	4	5	6	7	8	9	10	11
NEW YORK (CONTINUED)										
818 COLD SPRING HARBOR 2,168	30	NONE	10	UNLIMITED	NONE	...	NONE	...	NONE	...
819 CORINTH 1,578	NONE	...	18	180	3	NO	NONE	...	NONE	...
820 ELBA 867	20	NONE	12	150	5	NO	NONE	...	NONE	...
821 KENDALL 1,350	20	NONE	15	150	3	NO	NONE	...	NONE	...
822 LITTLE FALLS (42) 1,800	20	NONE	10	150	2	NO	N.D.	NO	NONE	...
823 MANHASSET (58) 2,755	N.D.	...	N.D.	N.D.	NONE	...	3	NO	ZONE	...
824 OYSTER BAY 2,500	22	NONE	11	200	3	NO	NONE	...	1 CAL YEAR	ONE - HALF
825 SAVANA 650	15	NONE	12	150	2	YES	2	YES	2 SEMESTERS	ONE - HALF
OHIO										
826 CONTINENTAL 1,030	15	NONE	15	120	2	NO	NONE	...	NONE	...
827 MARIEMONT (9) 2,100	30	30	15	180	3	NO	3	NO	1 CAL YEAR	OTHER
828 MASON 2,289	20	NONE	15	150	1	NO	1	NO	NONE	...
829 PICKERINGTON 1,960	15	NONE	15	120	1	NO	NONE	...	NONE	...
830 TIPP CITY 2,798	NONE	...	15	135	1	NO	NONE	...	NONE	...
831 WYOMING 2,300	20	NONE	15	180	3	NO	NONE	...	2 SEMESTERS	LESS THAN 1/2
OKLAHOMA										
832 BOLEY 375	20	40	10	60	3	NO	NONE	...	NONE	...
833 LOOKEBA 510	14	NONE	10	60	2	NO	NONE	...	2 SEMESTERS	ONE - HALF
834 NORTH ENID 1,050	15	15	12	60	2	NO	NONE	...	NONE	...
835 STERLING 435	14	NONE	10	60	5	NO	NONE	...	NONE	...
OREGON										
836 NORTH PLAINS (ELEM) 300	NONE	...	10	100	2	NO	NONE	...	NONE	...
837 SILVERTON 1,140	NONE	...	10	100	N.D.	NO	NONE	...	1 CAL YEAR	ONE - HALF
PENNSYLVANIA										
838 FAIRVIEW (62) 2,500	10	NONE	10	UNLIMITED	N.D.	NO	N.D.	NO	1 CAL YEAR	ONE - HALF
839 GLENDALE 1,290	15	UNLIMITED	10	UNLIMITED	1	YES	NONE	...	1 CAL YEAR	ONE - HALF
840 HAMBURG 2,900	15	30	10	UNLIMITED	2	NO	NONE	...	1 CAL YEAR	ONE - HALF
841 MONESSEN 2,400	20	20	10	UNLIMITED	3	NO	NONE	...	2 SEMESTERS	ONE - HALF
842 POTTSGROVE 2,797	20	NONE	10	UNLIMITED	3	NO	NONE	...	1 CAL YEAR	ONE - HALF
SOUTH DAKOTA										
843 CLEAR LAKE 803	30	NONE	10	60	2	NO	NONE	...	NONE	...
844 ELKTON 373	30	30	10	30	2	NO	NONE	...	NONE	...
845 HYDE CO HIGHMORE 680	30	30	10	40	2	YES	NONE	...	NONE	...

SUPERVISORY PERSONNEL, 1973 - 1974

INSURANCE PROVISIONS -- AMOUNT PAID BY BOARD					OTHER FRINGE BENEFITS			
HOSPITALIZATION-SINGLE AND FAMILY COVERAGE	MAJOR MEDICAL/SURG. SINGLE AND FAMILY COVERAGE	DENTAL CARE - SINGLE AND FAMILY COVERAGE	VISION CARE- SINGLE AND FAMILY COVERAGE	GROUP LIFE	SEVERANCE PAY GRANTED	TUITION COSTS PAID	PROFESSIONAL DUES PAID	
12	13	14	15	16	17	18	19	
S ALL F ALL	S ALL F ALL	S ALL F ALL	S NONE F NONE	ALL	NO	NO	NO	818
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	819
S NONE F NONE	S ALL F ALL	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	820
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	821
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	822
S ALL F ALL	S ALL F ALL	S ALL F ALL	S NONE F NONE	ALL	NO	NO	NO	823
S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S NONE F NONE	NONE	NO	NO	NO	824
S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	825
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	826
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	NO	YES-PART	NO	827
S ALL F ONE - HALF	S ALL F ONE - HALF	S NONE F NONE	S NONE F NONE	ALL	NO	YES-PART	NO	828
S NONE F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	YES-PART	NO	829
S MORE THAN 1/2 F MORE THAN 1/2	S MORE THAN 1/2 F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	ALL	NO	NO	NO	830
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	831
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	832
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	833
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	834
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	835
S ONE - HALF F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	YES-PART	NO	836
S LESS THAN 1/2 F NONE	S LESS THAN 1/2 F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	YES-PART	YES	837
S ALL F ALL	S ALL F ALL	S ALL F NONE	S NONE F NONE	ALL	YES	YES-PART	YES	838
S ALL F MORE THAN 1/2	S ALL F MORE THAN 1/2	S NONE F NONE	S NONE F NONE	NONE	YES	YES-PART	NO	839
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	YES	YES-UNLIM.	YES	840
S ALL F ALL	S ALL F ALL	S ALL F ALL	S ALL F ALL	ALL	YES	NO	YES	841
S ALL F ALL	S ALL F ALL	S NONE F NONE	S NONE F NONE	ALL	NO	YES-PART	YES	842
S MORE THAN 1/2 F NONE	S MORE THAN 1/2 F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	YES	843
S NONE F NONE	S NONE F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	NO	844
S ALL F NONE	S ALL F NONE	S NONE F NONE	S NONE F NONE	NONE	NO	NO	YES	845

FRINGE BENEFITS FOR ADMINISTRATIVE AND

	SCHOOL SYSTEM AND ENROLLMENT (FOOTNOTE)	LEAVE PROVISIONS: VACATION DAYS	VACATION MAX. ACCUMULATION	SICK DAYS	SICK MAX. ACCUMULATION	EMERG. OR PERSONAL DAYS	EMERG. OR PERSONAL CHARGED TO SICK LEAVE	RELIGIOUS DAYS	RELIGIOUS CHARGED TO SICK LEAVE	SABBATICAL MAX. TIME GRANTED	SABBATICAL PORTION OF SALARY PAID
	1	2	3	4	5	6	7	8	9	10	11
	SOUTH DAKOTA (CONTINUED)										
846	MARION 472	15	15	10	30	1	NO	NONE	...	NONE	...
	TENNESSEE										
847	HARRIMAN 2,600	10	NONE	10	180	2	NO	NONE	...	NONE	...
848	NEWPORT 900	NONE	NONE	10	120	2	NO	NONE	...	NONE	...
	TEXAS										
849	FARWELL 660	N.D.	...	5	30	5	NO	NONE	...	NONE	...
850	LANEVILLE 400	10	NONE	5	UNLIMITED	5	NO	NONE	...	NONE	...
	UTAH										
851	GRAND CO MOAB 1,795	10	NONE	N.D.	UNLIMITED	N.D.	...	NONE	...	1 CAL YEAR	ONE - HALF
	WASHINGTON										
852	ARLINGTON 16 2,200	NONE	...	10	180	2	NO	NONE	...	NONE	...
853	SOAP LAKE (37) 460	NONE	...	10	180	3	NO	NONE	...	NONE	...
854	WAITSBURG 356	10	10	10	180	N.D.	NO	NONE	...	NONE	...
855	WHITE PASS RANDLE 1,050	10	NONE	10	180	2	NO	NONE	...	NONE	...
	WEST VIRGINIA										
856	GRANT CO PETERSBURG 2,250	10	20	15	60	1	YES	NONE	...	NONE	...
	WISCONSIN										
857	SHOREWOOD 2,640	N.D.	...	12	90	N.D.	...	N.D.	...	1 CAL YEAR	OTHER
858	ALMA CENTER 742	10	10	12	70	N.D.	YES	NONE	...	NONE	...
859	ALMOND 491	15	NONE	10	30	5	NO	NONE	...	NONE	...
860	CHILTON 1 400	20	20	10	120	NONE	...	NONE	...	NONE	...
861	CLINTON 1,500	15	NONE	10	60	3	NO	NONE	...	NONE	...
862	ONDOSSAGON 678	20	NONE	10	120	3	NO	NONE	...	1 SEMESTER	NONE
863	SURING 747	20	NONE	15	95	5	NO	NONE	...	NONE	...

SUPERVISORY PERSONNEL, 1973 - 1974

	INSURANCE PROVISIONS -- AMOUNT PAID BY BOARD					OTHER FRINGE BENEFITS			
	HOSPITALIZATION-SINGLE AND FAMILY COVERAGE	MAJOR MEDICAL/SURG. SINGLE AND FAMILY COVERAGE	DENTAL CARE - SINGLE AND FAMILY COVERAGE	VISION CARE- SINGLE AND FAMILY COVERAGE	GROUP LIFE	SEVERANCE PAY GRANTED	TUITION COSTS PAID	PROFESSIONAL DUES PAID	
	12	13	14	15	16	17	18	19	
S	NONE	S NONE	S NONE	S NONE	NONE	NO	NO	NO	846
F	NONE	F NONE	F NONE	F NONE					
S	ONE - HALF	S ONE - HALF	S NONE	S NONE	ONE - HALF	NO	NO	NO	847
F	NONE	F NONE	F NONE	F NONE					
S	LESS THAN 1/2	S LESS THAN 1/2	S NONE	S NONE	NONE	NO	NO	NO	848
F	LESS THAN 1/2	F LESS THAN 1/2	F NONE	F NONE					
S	NONE	S NONE	S NONE	S NONE	NONE	NO	NO	NO	849
F	NONE	F NONE	F NONE	F NONE					
S	NONE	S N.D.	S N.D.	S N.D.	N.D.	NO	NO	NO	850
F	N.D.	F ...	F N.D.	F N.D.					
S	ALL	S ALL	S NONE	S NONE	NONE	NO	YES-UNLIM.	YES	851
F	ALL	F ALL	F NONE	F NONE					
S	ALL	S ALL	S NONE	S NONE	NONE	NO	NO	NO	852
F	ONE - HALF	F ONE - HALF	F NONE	F NONE					
S	...	S ...	S ...	S ...	...	NO	NO	NO	853
F	...	F ...	F ...	F ...					
S	MORE THAN 1/2	S MORE THAN 1/2	S NONE	S NONE	MORE THAN 1/2	NO	NO	NO	854
F	MORE THAN 1/2	F MORE THAN 1/2	F NONE	F NONE					
S	LESS THAN 1/2	S LESS THAN 1/2	S NONE	S NONE	NONE	NO	NO	NO	855
F	LESS THAN 1/2	F LESS THAN 1/2	F NONE	F NONE					
S	MORE THAN 1/2	S MORE THAN 1/2	S NONE	S NONE	MORE THAN 1/2	NO	NO	NO	856
F	MORE THAN 1/2	F MORE THAN 1/2	F NONE	F NONE					
S	ALL	S ALL	S ALL	S NONE	ALL	NO	NO	NO	857
F	ALL	F ALL	F ALL	F NONE					
S	ALL	S ALL	S NONE	S NONE	NONE	YES	YES-PART	YES	858
F	ALL	F ALL	F NONE	F NONE					
S	ALL	S ALL	S NONE	S NONE	NONE	NO	YES-PART	YES	859
F	ALL	F ALL	F NONE	F NONE					
S	ALL	S ALL	S NONE	S NONE	LESS THAN 1/2	NO	NO	YES	860
F	ALL	F ALL	F NONE	F NONE					
S	ALL	S ALL	S NONE	S NONE	LESS THAN 1/2	NO	YES-PART	YES	861
F	MORE THAN 1/2	F MORE THAN 1/2	F NONE	F NONE					
S	ALL	S ALL	S NONE	S NONE	LESS THAN 1/2	NO	NO	NO	862
F	ALL	F ALL	F NONE	F NONE					
S	ALL	S ALL	S NONE	S NONE	NONE	NO	YES-PART	YES	863
F	ALL	F ALL	F NONE	F NONE					

FOOTNOTES TO SYSTEM-BY-SYSTEM LISTING

1. State pays $120 per year toward health insurance.
2. $124 paid toward health insurance.
3. $36 per year paid on any one insurance plan available in the district.
4. $124 per year paid by Board per professional employee for insurance.
5. Religious leave based on individual request.
6. $44.20 per month paid by Board and may be used toward any available health benefit or for Group Life insurance.
7. In addition to 6 days emergency leave which is chargeable to sick leave, 3 days of personal leave may be granted with pay deducted from salary.
8. Insurance costs paid up to a maximum of $720 per year.
9. Payment for sabbatical leave based on the difference between salary of replacement and salary of administrator.
10. Insurance costs paid to a maximum of $500 per year.
11. $652 paid for insurance; employee can use options.
12. 50% of salary paid for sabbatical leave after 6 years in system; 75% after 8 years; 100% after 10 years.
13. Amount paid for sabbatical represents difference between salary, minus cost of replacement, at first step plus allowance of $675 per dependent.
14. Flat amount of $3,000 paid for sabbatical leave.
15. Flat amount of $2,000 paid for sabbatical leave.
16. $50 per month is allowed for insurance; dental is mandatory, balance may be used as employee wishes.
17. District pays $51 per month for insurance to be used at option of employee.
18. For sabbatical leave administrator receives the difference between his salary and that of a replacement but not less than $4,000 for a full year.
19. $600 allowed annually for benefits to be used at option of employee.
20. $168 per year paid for insurance of employee's choice.
21. 75% of sabbatical leave paid if person completes 2 full semesters of full time study; 50% for a minimum of 12 semester hours.
22. Lump sum of $2,460 paid for insurance; employee may use it toward whatever insurance plans are offered.
23. $45 per month provided for insurance benefits with the exception of vision care which the district does not offer.
24. Sabbatical leave paid at rate of one-half salary after 7 years; full salary after 14 years.
25. Full cost paid for 6 to 8 weeks every third summer.
26. Sabbatical payment based on 2/3 of the highest step on the teachers' schedule.
27. Sabbatical leave determined on individual basis by Board action.
28. $28 per month paid on group health plans.
29. $10 per month paid toward hospitalization plan chosen by employee.
30. Sabbatical leave granted at discretion of school Board and amount of salary also determined on an individual basis.
31. Sabbatical leave payment not to exceed $6,000 per year of leave. Maximum of $20 per month granted for any insurance premium chosen by employee.
32. $20 per month paid per employee toward hospitalization or other insurance.
33. $25 per month per employee paid toward approved hospital or medical plans, or toward salary insurance.
34. $30 per month paid toward whichever plan employee chooses; district offers medical, loss of salary, and accident insurance plans.
35. Sabbatical leave paid to a maximum of the teacher salary schedule base.
36. Religious leave varies with religion of employee.
37. $11 per month paid toward major medical program.
38. Sabbatical leave paid to a maximum of 60% of teacher salary placement of administrator; medical or hospitalization insurance paid not to exceed $20 per month.
39. District pays $6 per month for Blue Cross and Blue Shield for all regular employees including administrators.
40. Personal leave may be granted by superintendent on an individual basis.
41. Unused personal and religious leave added to accumulated sick leave.
42. Religious leave may be granted as needed.
43. Sabbatical leave paid at full salary less salary of replacement; $10 per month paid toward insurance costs.
44. School Board will match vacation used for study with equal amount of time with pay.
45. All religious holidays granted with loss of half pay.
46. Personal leave may be used for religious leave.
47. Payment for sabbatical leave not to exceed maximum for M.A. + 30 scale.
48. Sabbatical pay paid on basis of one-half the average teacher pay for the year.
49. Sabbatical leave paid at 2/3 of B.A. minimum for teachers or 1/2 the teacher base (where administrator would be) whichever is larger.
50. Board determines amount to be paid for sabbatical leave.
51. Sabbatical leave granted and paid for summer session.
52. 3 unpaid religious holidays granted.
53. Sick leave unlimited but if a single illness or disability exceeds 120 consecutive duty days the employee goes on long-term disability insurance at 60% of salary. Personal or emergency leave granted as needed.
54. Sabbatical leave paid at rate of $2,500 per year.
55. Sabbatical leave paid at rate of 1/2 base salary at M.A. maximum.
56. Sick leave at full pay accumulative to 125 days; at 1/2 pay for additional days used.

FOOTNOTES (CONTINUED)

57. Sick leave, personal leave and religious leave granted as needed.
58. Sick leave granted as needed.
59. Sabbatical leave paid to a maximum of $4,000.
60. Personal leave and sabbatical leave granted on an individual basis.
61. Religious leave granted as needed for legitimate holidays; sabbatical leave and amount of salary paid depends on individual request.
62. Personal and religious leave granted as needed.
63. Sabbatical leave paid at a flat amount of $1,500 per year.
64. Sabbatical leave with no pay granted for a maximum of two years.
65. 15% of base salary added to salary when employee returns from sabbatical.
66. District pays $15 per month for each employee for hospitalization or life insurance.
67. Sabbatical leave paid at rate of 1/2 of the relative position on teachers' schedule.
68. After one full year of employment, administrator is entitled to unlimited sick leave: if totally disabled by injury or illness, he shall receive full salary up to 6 consecutive months; if total disability continues beyond 6 months, shall receive 60% of salary to a maximum benefit of $1,400.